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ABSTRACT

This document presents the text of a hearing on the relationship of ability to age, in reference to removing age caps so that age will be irrelevent to getting and keeping a job. Statements by Representatives Ron Wyden, Claude Pepper, Ralph Regula, Bill Schuette, Jim Lightfoot, Ike Skelton, George Wortley, and Don Bonker are included. Testimony by witnesses who are themselves older adults is given by William H. Masters, Rear Admiral Grace Hopper, Herbert Brown, Nellie Brown, Albert Sabin, Sam Freeman, Juanita Thornton, and Robert Butler. Testimony by these expert witnesses is provided: (1) Jack Ossofsky, president of the National Council on Aging; (2) David S. Liederman, executive director of the Child Welfare League of America and cochair of Generations United; (3) Donald K. DeWard, director of employment, the Travelers Co.; (4) Evelyn Smith, codirector of Retiree Job Bank; and (5) Alec Olson, administrator of Green Thumb, Inc. The appendix includes material submitted by Robert N. Butler on nutritional needs in relationship to aging, and statements submitted by older prominent Americans. (ABL)

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ED290079

ABILITY IS AGELESS

HEARING

BEFORE THE

SUBCOMMITTEE ON
HEALTH AND LONG-TERM CARE

OF THE

SELECT COMMITTEE ON AGING
HOUSE OF REPRESENTATIVES

NINETY-NINTH CONGRESS

SECOND SESSION

SEPTEMBER 9, 1986

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ABILITY IS AGELESS

TUESDAY, SEPTEMBER 9, 1986

HOUSE OF REPRESENTATIVES,
SELECT COMMITTEE ON AGING,
SUBCOMMITTEE ON HEALTH AND LONG-TERM CARE,
Washington, DC.

The subcommittee met, pursuant to notice, at 9 a.m., in room 345, Cannon House Office Building, Hon. Claude Pepper (chairman of the subcommittee) presiding.

Members present: Representatives Pepper, Oakar, Wyden, Skelton, Sisisky, Regula, Wortley, and Lightfoot.

Also present: Representatives Bennett, Latta, Hawkins, Schuette, and Bevill.

Staff present: Kathleen Gardner Cravedi, staff director; Melanie Modlin, assistant staff director; Peter Reinecke, research director; Lillian Simmons, volunteer; Cindy Thomas, intern; Dr. Leonard Scherlis, consultant; and Mark Benedict, minority staff director.

Mr. WYDEN. Mr. Chairman, before we begin today's committee meeting, I just wanted to very briefly discuss the worst kept secret in town, and that is that your many friends are here to celebrate your 86th birthday. Whenever Senator Pepper has another birthday, I am reminded of what Robert Browning once wrote, "Come, grow old with me, the best is yet to be." Robert Browning notwithstanding, a lot of Senator Pepper's friends don't see how he can get much better.

Now, as many of you know, the Senator is writing his autobiography in cooperation with Time magazine, and the word we have gotten at the subcommittee is that the publisher has asked the Senator to describe his accomplishments. All of us who know Senator Pepper know that Mr. Pepper is not a boastful or conceited man, but if the publisher insists on him describing his accomplishments, I am afraid this autobiography is going to go 4,000 or 5,000 pages.

Now I think many of you know that Claude Pepper works a longer day than just about anybody in America, and working with him on a senior citizens issue, like Medicare reform, is a little bit like going to boot camp. There is not much time for food and sleep. I remember one member saying, when the Senator was talking to him about a senior citizen's issue, "Claude, I will be with you on that issue, just don't ask me to try to keep up with you." And I think that really says it all, ladies and gentlemen.

Mr. Pepper is a man who breathes in faith and compels hope. His work against age discrimination, health care reform, and a strong Social Security system proves beyond a doubt that ability is

absolutely ageless. Ladies and gentlemen, before I recognize his many friends in the Congress who would like to pay tribute to him, I give you Claude Pepper.

Mr. PEPPER. My dear friends, I am profoundly grateful to Ron and to all of you for this kindness you showed me on this rather significant day for me. This morning I was looking around my apartment to see if I could find anything older than I was and I remembered that about 50 years ago the Persian Ambassador had given me a set of cuff links made of coins at the time of Alexander the Great, so I have them on this morning. They are older than I am, my cuff links.

It is wonderful, however, to enjoy the blessings of this world and to enjoy the benevolence that providence extends to all of us. Providence has been mighty good to me. It has more wisely fashioned what I have done than I have been able to do myself.

The other great depository of strength to me has been my friendships that I have enjoyed fortunately over long periods of years. You are examples of that here this morning, some of my dearest friends are gathered here this morning in this significant occasion. So I just want to say I am very grateful to all of you. We are going to have a significant hearing here this morning. We are going to have some very meaningful witnesses, and you come to attest, I think, your interest in the democracy, in the civil rights aspect of this hearing in which we are now engaged. Thank you all very much, and I hope you all live at least until 86.

And now another unusual thing, I have been traveling over the country a good little bit in recent weeks, and it is surprising how many people I met who were 90 years of age, and active. I remember one fellow down in Texas the other day who was over 90. He said, "You know, Mr. Pepper, let me give you a little bit of advice"—coming from a man 90 years—he said "If you think you have come to the end of your rope, just tie a knot in it and hold on." And so I think that is good advice for all of us to follow.

Thank you. Thank you very much.

Mr. WYDEN. Ladies and gentlemen, we have many of the Senator's friends in the Congress, and I am very hopeful some of them will come up and say a word. I know Charlie Bennett, our distinguished friend from Florida, and Mr. Applegate, Mr. Hawkins, and I see Mr. Regula and Mr. Latta, any of our colleagues and friends of the Senator's, please feel free to come forward, and we would like to recognize you at this time. Then we will begin our hearing.

Mr. BENNETT. It is great to be with you on this occasion. When I was in my early twenties, he was in his early thirties. He was running for U.S. Senate, and I was supporting him at the University of Florida. Now everything about Senator Pepper is unusual, including that particular race, because that very spectacular race, when this young man was running for the U.S. Senate, resulted regrettably in defeat. Another outstanding thing happened immediately thereafter, and that is he ran again for the U.S. Senate within a short period of time and was unopposed. I don't believe very many people come to the U.S. Senate without opposition at all on their first go-round. That is actually what he did.

His qualities of character, his ability and his innate love of human kind are at the heart of Claude Pepper. I don't think

Claude Pepper has ever really known in his own heart a feeling of animosity, hatred or bitterness toward anyone. I think that is what has kept him young. Everybody says its because he works hard—I do know he works hard—but I think his compassion for his fellow man is understanding of his fellow man whatever may be the fate of that person. His desire to help every person be a better citizen, a better person, a better American, and to make our great country strong is at the heart of this great man.

So it is on behalf of all of the Florida delegation, because I am chairman of that delegation, on behalf of the Governor of Florida and on behalf of all Floridians, I think on behalf of all mankind, I congratulate you on your 86th birthday.

Mr. WYDEN. Mr. Latta and Mr. Regula, our colleagues on the other side of the aisle, we are delighted you can be here and welcome any remarks you would like to make.

Mr. LATTA. Let me say that I wouldn't have missed this for the world. I just want to commend you for not only being 86 but for the work that you have done in this Congress, since Charlie Bennett has already indicated, for all mankind. Certainly you have been a leader among the people who are looking after the benefits for the senior citizens, of which there is no equal. You have offered much legislation over the years that has been passed by this Congress, and you are now offering legislation of which I am a cosponsor to do something about the COLA's. We have a big problem here we are trying to solve, with your help. It is just indicative of what Senator Pepper is attempting to do for senior citizens.

But not only does he help senior citizens, he helps other people. I have served on the Rules Committee even longer than my chairman, and I served as chairman. But I don't think I have served with a chairman who has more compassion than you, Senator, and he has a great sense of humor. He is always reaching in his back pocket and coming up with one of those gems we like to hear, makes the sessions more interesting, and we look forward to your not only continuing through 1986, 1987, 1988, 1989, and so on, we just hope that you are here forever.

Mr. REGULA. Thank you, Ron, and all of you who are here to celebrate the birthday of our distinguished colleague. I have the privilege serving with the chairman on the Long-Term Health Care, and he certainly provides a great amount of leadership in that subcommittee, as well as many others. Mahatma Gandhi said you should live your life as if you are going to die tomorrow, you should learn as if you are going to live forever.

I think our chairman does that, he lives a life that is exemplary for all of us, but he is always learning, he is always looking for the things in the future, and I want to say, Mr. Chairman, you are an inspiration to people of all ages. I know out in Ohio in the 16th district, there are probably three names everybody recognizes, President Reagan, Vice President Bush, and Senator Claude Pepper. You are well known all over the United States, and you are an inspiration to all of us.

Mr. WYDEN. We are very fortunate today to have the distinguished chairman of the Education and Labor Committee, Mr. Hawkins, who has been a great team with Senator Pepper in the

fight against age discrimination. If you could make some remarks, we would be very appreciative.

Mr. HAWKINS. Thank you, Ron and Senator. I am pleased to be with you, Claude, today. I have celebrated this day with him in many other countries. Let me say this, Claude, I always classify public officials in two groups: One, the good sprinters who run 30 to 50 yards, and then they give up, then the other group is the long-distance runners, those who have the stamina and the courage, the ability to hang in. You go all the distance. I think that typifies the career that you have given to us. I don't know of anyone who has made a career—as a matter of fact, an institution out of growing old. You have done that, you have done it with great ability, and certainly it is a pleasure for me to be with you on this day. I wish you many others, and I hope that I will be in there with you celebrating those other days as well. Keep it up.

Thank you very much.

Mr. WYDEN. Our colleagues keep streaming in to honor the Senator. I think at this point, Mr. Schuette, we would be appreciative of you coming forward, and I see our friend, Mr. Skelton, and Chairman Bevill here, and Mr. Wortley, Mr. Lightfoot, if you gentlemen could come forward. I suspect taking the time to honor Senator Pepper could end up leading to dinnertime. We will try to move on. I am glad so many of our colleagues are here. Mr. Schuette.

Mr. SCHUETTE. Thank you. I am one of the younger Members of Congress, but I have to say in all honesty——

Mr. PEPPER. I am older than he.

Mr. SCHUETTE. You are older than I am, but, sir, you are far better preserved than I, believe me, and I am honored to serve on the Select Committee on Aging with you, Senator, and you are an inspiration to me, and I commend you for all the wonderful work you have done for the elderly and retired citizenry of this country.

Thank you very much, Senator.

Mr. LIGHTFOOT. I want to join my colleagues in wishing the Senator a happy 86th birthday. It has been a real pleasure to serve on this committee with you as chairman, and we certainly compliment you for all you have done, Claude. It is great to have you around.

Mr. SKELTON. Back in the late 1930's, while visiting my grandparents in Jacksonville, FL, I heard the name Claude Pepper bandied around a great deal within our family, which of course has a great deal of political interest through the years. Little did I know that I would have the tremendous pleasure of not only serving with him in Congress but of calling him a good friend. He has been to the State of Missouri and visited senior citizens there with me, and he has been outstanding. I compliment him for the work he has done, I wish him very well and very many more happy birthdays.

Mr. WYDEN. George.

Mr. WORTLEY. We are proud to be here today to celebrate your birthday, just to be able to say to our constituents, "I serve in the United States House of Representatives with Claude Pepper." It makes every one of us so very, very proud. And you know, Mr. Chairman, you are the champion of the older Americans in this country, every single one of them love you, and every single one of your colleagues respect you and admire you, and we love you, too.

Mr. BEVILL. Mr. Pepper, we in Alabama are so proud of you. He is Alabama's most distinguished native. As a matter of fact, Claude and I went to the same school, a little different time, but the same school, the University of Alabama. To this day, he is Alabama's hero. We are proud of you, and we wish you very many happy birthdays.

Mr. WYDEN. Moving right along in today's celebration, ladies and gentlemen, we are very pleased Mr. Charles Clauson, the Chief Postal Inspector, is here with us. He is going to be giving a special award to the Senator for all his work on behalf of the consumers in this country. I am going to turn it over to the chief inspector now, but I just want to take note of the fact that this is the first time this consumer protection award has ever been given to a sitting Member of Congress. I think it is an indication yet again of all the good work the Senator has done on behalf of consumers.

Mr. Inspector.

Mr. CLAUSON. Thank you.

First of all, I want to say happy birthday, Mr. Chairman. There is no doubt from this day forward the Chief Inspector's Award will have a new significance. The Chief Inspector's Award is traditionally given to the members of the Law Enforcement Commission who prove to be outstanding crime fighters. It is traditionally given to our partners on the war on crime.

Today I am proud to present the award for the first time to any legislator, Federal, State, or local. Over the past decade of close association with the Inspection Service, the Honorable Claude Pepper has proven himself to be a dedicated and tenacious crimefighter against schemes such as look-alike drugs, phony and dangerous diet pills and last year fraudulent medical degrees.

Incident to that recent investigation, the Honorable Claude Pepper became the distinguished Dr. Pepper, not to be confused with the popular soft drink, of course, when he received this bogus Ph.D. in psychology from the university in Los Angeles. Excuse the double negatives, but he never missed a class, he never attended. He never flunked or, for that matter, passed a course he never took. He submitted four book reports that were written by other people, and we paid $1,780, and he got the sheep skin. The action is significant because it helped expose a much more serious degree, issuing actual medical doctorates. In 1983, Congressman Pepper was instrumental in enacting the mail order consumer protection amendments, and that powerful weapon against crime will enable the Postal Inspection Service to put some 500 fraudulent promoters out of business this year alone. For this reason, it is with great pleasure indeed I present the Chief Inspector's Award to Congressman Pepper for excellence of performance in the administration of justice.

Mr. PEPPER. May I just thank you very much.

Mr. WYDEN. You have to wait.

One more thing before the Senator thanks us all, and that is, of course, at this time of the morning sometimes the vocal cords aren't fully in gear, but let us start with a good solid, happy birthday at this time.

OPENING STATEMENT OF CHAIRMAN CLAUDE PEPPER

Mr. PEPPER. Ron, I want to thank you for the magnificent way in which you have presided over this gracious assembly and these gracious compliments that have been received here this morning.

All these kind things that have been said remind me of what our fellow Alabamian, Mr. Justice Hugo Black, used to say when he was a recipient of many generous comments. He said, he just wished his mother and father could have been present to hear it. His father would have been delighted, and his mother wouldn't have believed it.

Thank you all very much.

I hope all of you will live to be at least 86 to see what the next century is like.

I want to thank the Postal Service for presenting me with their prestigious award. They have always been most helpful. In fact, they have been the most active branch of the Government in trying to stop the fraudulent presentations of people selling college degrees or medical products or what have you when they have not performed any services whatsoever or have no justification in any real way for the degrees or credentials that they have awarded.

I received a doctor of philosophy from this imaginary institution in Los Angeles, in psychology. It recites my embellished degree, recites I met all of the requirements of the board of regents for getting a Ph.D. degree. It looks beautiful up on the wall. It looks like my Harvard degree. The Postal Service has been trying to break up that fraudulent practice. We had a witness who was the one who engineered my degree. He is now serving 5 years in the Federal prison. He was a witness at our hearing, and we asked him how much money he had made out of that fraudulent practice of awarding spurious degrees—he said about $2 million. I said, "Well, except for the humiliation of going to prison, you did pretty well, and for the 5 years you are going to have to spend in prison to make $2 million."

But in the medical field, we had one instance where a man who had a spurious degree wangled himself into employment by a hospital. He was acting as an anesthetist during an operation upon a man by the doctors and the nurses, and suddenly the doctors and nurses discovered that the heart of the patient had stopped beating. The so-called anesthetist didn't even know about it. He wasn't apparently aware of what had happened, so, of course, he wasn't doing anything about it. So they stopped the operation and finally restored the beating of the man's heart. But it had been still so long that he had suffered permanent brain damage. This incident is typical of what can be the public detriment of spurious people who profess to have degrees that they don't really justify.

Today we are having a very important hearing. I might say it is in the field of democracy, it is in the field of civil rights, because it deals with the right of an American citizen to earn a livelihood and not to have his or her ability to do that curtailed by some false, totally irrelevant criteria, such as age. The law provides at the present time that with respect to employment, consideration cannot be given in America to sex or race. Thank God we have made that great progress forward in the law of our land.

Equally relevant we think is the matter of age. As George Bernard Shaw said, some people are old at 17, some are young at 70. We have witnesses here today who will in their own experience testify to that most eloquently. Some have received the highest awards in their given occupation or vocation after the so-called age of retirement. We also are issuing today a report which contains the testimony in response to our invitation to be here today from some of the outstanding men and women of this country, and they are giving their own testimony about the significance of this matter.

In 1980, the people of the United States elected for the first time as their President a man turning 70. As a matter of fact, half of the justices of the Supreme Court are over 70 years of age, and many Members of Congress, of course, are still in that age category.

We realize that in 1978 we initiated legislation which, with respect to the Federal Government, provided that people could no longer be mandatorily retired at 70 years of age, and this great man here, Gus Hawkins of California, chairman of the Education and Labor Committee, spearheaded that legislation through Congress. We initiated it, and he handled it in his able committee.

Then, in respect to Federal employment, you can work as long as you are ready, willing, and able to do a good job, and you cannot mandatorily be retired at 88 because of age. In respect to non-Federal employment, the 1978 act provided that you could not mandatorily retire anybody outside of Federal employment under 70. It had been 65. And with a few exceptions, that is the law today.

We hope this week to have before the Rules Committee, and we hope soon before the House, that which the Education and Labor Committee has cleared eliminating the 70 cap, so that as to age and race, age will be irrelevant with respect to getting and keeping a job. People say that will deny opportunity of improvements, progress or promotion to younger people. As a matter of fact, those who made a study of the subject indicate that somewhere between 41,000 and 71,000 people over 70 will probably be the only ones who take advantage of it.

Our population is growing older. When I was born in 1900, only 5 percent of the population was over 65 years of age. Now 11 percent is in that category, and in less than 50 years, it is anticipated that probably 20 percent of the American population will be over 65 years of age. Interestingly enough, those like me in that category, the fastest growing group over 65 years of age percentagewise in the Nation is the group over 85.

How are they going to be supported? Shall we help them support themselves, or shall we provide for their support otherwise or leave it upon their relatives and friends and charitable institutions? Not only that, but some of these witnesses today point out it isn't just earning some money that's important. We have Ann Landers as one of the persons who will give us the testimony in the report. She said:

> I don't need the money, but I don't know what I would do if I didn't have something to keep on working at, if I didn't keep busy, something to get up for in the morning, as it were.

I can give my own testimony, I think if I had been denied the opportunity to keep on doing the thing I prefer to do in life, being in Congress at 65 years of age, I would have been gone a long time ago. So it has not only to do with the right to live, the right to support oneself, make some contribution to our great country, but it also means longer life, because it gives you a challenge to try to meet.

And so we have got some quotations here and reports from just a few of the people who—for example, George Burns. He is 90 now, and he writes:

I don't believe anyone should be forced to retire at 70. I don't think people should retire at all. If I had retired at 70, I wouldn't have made "The Sunshine Boys" and the "Oh, God" movies, "Going in Style." I wouldn't have won an Academy Award. I don't know if the world is better off for all that, but I know I am. I also notice that people around my age who keep busy are much happier than the ones who sit around all day playing with their cuticles.

Singer Lena Horne, 69, writes:

I think that the theme of your hearing in September on this issue captures the essence of my sentiments completely: Ability is ageless.

Another is former anchorman Eric Sevareid, who writes:

I am in my 70's now and would hate to think except for the ingredient of bodily strength, my usefulness is at an end or close to it. If I may quote myself from a talk of years ago: "There is such a thing as common sense. It is the instinct knowledge—what is likely to help and what is likely to harm. It is born of experience."

Syndicated columnist Ann Landers, 68, writes:

To put it bluntly, I believe such a law is cruel, unfair and just plain foolish. Age is only a number. Some people are old at 40. I cannot imagine being forced to retire in 2 years because the calendar says I have had it. Although I have been writing the Ann Landers column for 31 years, I feel that I am at my best—and getting better. As for my age of 68, I feel terrific and can't wait for the next load of mail to plop on my desk. I put in 10-hour days and love it. I cannot imagine what my life would be without work—and I don't need the money. But I do need the stimulation, the feeling that I am making a contribution to society. After all, service is the rent we pay for our place here on Earth, and I hope to serve for a long time to come.

One well-known figure, actor John Houseman, who is 84, who made famous the words "They earn it," writes:

Needless to say, I have strong views on the subject of compulsory retirement. I have had the good fortune to work in a field where no such rules are in force. Otherwise, I should have been denied 20 years of what I believe to have been the most creative and productive years of my life.

And actor Robert Young—and, by the way, he is 79, adds:

I classify stereotyping with generalities, none of which is worth a damn, including this one of age. That anyone should be forced to stop working for any reason other than capacity to function as required is to me unconstitutional. In other words, it is against the law, the supreme law of this glorious country in which we are privileged to live and work.

Robert Young's observation provides an appropriate preface for the hearing that we are to have today.

[The prepared statement of Chairman Claude Pepper follows:]

PREPARED STATEMENT OF CHAIRMAN CLAUDE PEPPER

IN MARCH, THIS SUBCOMMITTEE AND THE SUBCOMMITTEE ON EMPLOYMENT OPPORTUNITIES OF THE EDUCATION AND LABOR COMMITTEE HEARD TESTIMONY FROM PRIVATE INTEREST GROUPS, SCHOLARS AND ECONOMISTS WHO HAVE STUDIED MANDATORY RETIREMENT. IT IS NOW TIME TO CUT THROUGH THE MOUNTAIN OF STATISTICS AND ADDRESS THE CIVIL RIGHTS ISSUE OF FORCED RETIREMENT IN HUMAN TERMS. TODAY, WE HEAR FROM ACTIVE OLDER AMERICANS.

OUR FINDINGS TO DATE SUGGEST THAT THIS ISSUE IS FILLED WITH DILEMMAS AND IRONIES. ON THE ONE HAND, CONGRESS IS FACED WITH THE DILEMMA OF SETTING INDIVIDUAL COMPETENCE -- NOT SEX, RACE OR AGE AS THE TEST OF EMPLOYABILITY. ON THE OTHER HAND, CONGRESS REFUSES TO PROTECT THOSE OVER 70 IN THE PRIVATE SECTOR FROM AGE DISCRIMINATION IN EMPLOYMENT. YET, IRONICALLY, MEMBERS OF CONGRESS INSIST THAT THEY BE JUDGED ON PERFORMANCE NOT AGE. CONSEQUENTLY, THIS 86 YEAR OLD CHAIRMAN WAS REELECTED TO THE 99TH CONGRESS BY MANY PERSONS WHO, THEMSELVES, FACE FORCED RETIREMENT AT AGE 70.

ANOTHER IRONY INVOLVES THE MEDIA WHO MONITORS THE CONGRESS, THE COURTS AND THE PRESIDENT. THE MEDIA CONFRONTS MANDATORY RETIREMENT POLICIES NOT IMPOSED ON THE THREE BRANCHES OF GOVERNMENT. REPORTERS, PRODUCERS, CORRESPONDENTS, ANCHORMEN MUST RETIRE AT THE AGE OF 70. ERIC SEVAREID, WALTER CRONKITE, AMONG OTHERS HAVE HAD TO BOW TO SUCH MANDATORY RETIREMENT POLICIES.

FORCED RETIREMENT IS DISCRIMINATORY AND SOCIALLY UNPRODUCTIVE. IT SQUANDERS THE TALENT OF THE OLDER WORKER, STRAINS AN ALREADY OVERBURDENED SOCIAL SECURITY SYSTEM, AND DRIVES ELDERLY PERSONS INTO POVERTY AND DESPAIR. MANDATORY RETIREMENT IS A CRUEL CAMOUFLAGE MASKING AGE DISCRIMINATION AND FORCED UNEMPLOYMENT.

THE AMERICAN PEOPLE UNEQUIVOCALLY EXPRESSED THEIR CONVICTION THAT AGE 70 DOES NOT SIGNAL SENILITY AND USELESSNESS WHEN IN 1980 THEY ENTRUSTED A MAN TURNING 70 WITH THE VAST POWERS OF THE PRESIDENCY. TODAY, ONE HALF OF THE JUSTICES ON THE SUPREME COURT ARE OVER 70 AND CONGRESS HAS BEEN CALLED THE MOST POWERFUL COLLECTIVE OF SENIOR CITIZENS IN THE COUNTRY.

THE AMERICAN PEOPLE HAVE PROVIDED CONGRESS WITH DRAMATIC EVIDENCE OF THEIR DISTASTE FOR AGE-BASED MANDATORY RETIREMENT. A HARRIS POLL CONDUCTED IN 1981 REVEALED THAT 9 OUT OF 10 AMERICANS OF ALL AGES OPPOSED MANDATORY RETIREMENT ON ACCOUNT OF AGE.

MANDATORY RETIREMENT CONSTITUTES A VICIOUS FORM OF SELF-FILLING PROPHECY. THOSE WHO DEFEND IT POINT TO THE ILLNESS AND DISABILITY OF OLDER WORKERS. IN FACT, THE WORK RECORD OF THE OLDER WORKER COMPARES FAVORABLY TO THAT OF YOUNGER WORKERS. NOT ONLY DOES MANDATORY RETIREMENT ROB THE SENIOR CITIZEN OF THE MEANING WHICH WORK CAN PROVIDE, IT OFTEN BRINGS OTHER SERIOUS EFFECTS. INFORMATION RECEIVED BY THE SUBCOMMITTEE INDICATES THAT PEOPLE WHO RETIRE AT 65 CAN LOOK FORWARD TO FEWER YEARS OF LIFE THAN THOSE PERSONS WHO CONTINUE WORKING.

NOT EVERY AMERICAN WANTS TO CONTINUE WORKING BEYOND THE AGE OF 70. IN FACT, ACCORDING TO THE EMPLOYEE BENEFIT RESEARCH INSTITUTE ONLY ABOUT 41,000 TO 77,000 AMERICANS WOULD WORK BEYOND THE AGE OF 70 IF MANDATORY RETIREMENT WERE ABOLISHED. ALTHOUGH THE NUMBERS OF THOSE WILLING AND ABLE TO CONTINUE WORKING BEYOND 70 IS RELATIVELY SMALL -- THEY SHOULD NOT BE DENIED THE OPPORTUNITY FOR CONTINUED PRODUCTIVITY.

THIS HEARING ASSEMBLES PERSONS WHOSE CONTINUING CONTRIBUTION TO THE AMERICAN PUBLIC DEMONSTRATES THAT A PERSON'S ABILITY TO FUNCTION USEFULLY DOES NOT CEASE ON HIS OR HER ATTAINMENT OF SENIOR CITIZEN STATUS. OUR WITNESSES ARE ATYPICAL ONLY IN THE VISIBILITY OF THEIR ACCOMPLISHMENTS. THE REAL TRAGEDY OF MANDATORY RETIREMENT IS FOUND IN SENIOR CITIZENS WHOSE UNREALIZED CONTRIBUTIONS TO SOCIETY COULD HAVE BEEN AS IMPORTANT HAD THEY NOT BEEN FORCED ARBITRARILY FROM THE LABOR MARKET.

I BELIEVE THIS HEARING WILL DEMOLISH THE STEREOTYPE OF THE ENFEEBLED OLDER WORKER, WILL REVEAL THE HUMAN AND SOCIAL COST OF MANDATORY RETIREMENT, AND STIMULATE THE SWIFT PASSAGE OF LEGISLATION TO BE CONSIDERED BY THE CONGRESS LATER THIS WEEK TO BRING AN END TO AGE-BASED DISCRIMINATION IN THE NATION'S WORKPLACE.

WE ARE GRATEFUL THAT OUR WITNESSES WERE ABLE TO TAKE TIME FROM THEIR ACTIVE SCHEDULES TO JOIN US. BEFORE TURNING TO THEIR TESTIMONY, LET ME INSERT A FEW COMMENTS FROM OTHERS WHO WANTED TO ATTEND BUT WHOSE SCHEDULES CONFLICTED WITH OUR HEARING.

ACTOR GEORGE BURNS, 90, WRITES, "I DON'T BELIEVE ANYONE SHOULD BE FORCED TO RETIRE AT 70 -- OR AT ANY AGE. I DON'T THINK PEOPLE SHOULD RETIRE AT ALL. IF I HAD RETIRED AT 70, I WOULDN'T HAVE MADE 'THE SUNSHINE BOYS,' 'THE OH, GOD!' MOVIES, 'GOING IN STYLE.' I WOULDN'T HAVE WON THE ACADEMY AWARD AND I WOULDN'T HAVE BECOME A COUNTRY SINGER. I DON'T KNOW IF THE WORLD IS BETTER OFF FOR ALL THAT, BUT I KNOW I AM. I ALSO HAVE NOTICED THAT PEOPLE AROUND MY AGE WHO KEEP BUSY ARE MUCH HAPPIER THAN THE ONES WHO SIT AROUND ALL DAY PLAYING WITH THEIR CUTICLES."

SINGER LENA HORNE, 69, NOTES "I THINK THAT THE THEME OF YOUR SEPTEMBER HEARING ON THIS ISSUE CAPTURES THE ESSENCE OF MY SENTIMENTS COMPLETELY: 'ABILITY IS AGELESS.'"

FORMER TELEVISION ANCHORMAN ERIC SEVAREID, 74, WRITES, "I AM IN MY SEVENTIES NOW AND WOULD HATE TO THINK THAT, EXCEPT FOR THE INGREDIENT OF BODILY STRENGTH, MY USEFULNESS IS AT AN END OR CLOSE TO THE END. IF I MAY QUOTE MYSELF FROM A TALK OF YEARS AGO, 'THERE IS SUCH A THING AS COMMON SENSE. IT IS THE INSTINCT FOR KNOWING WHAT IS LIKELY TO HELP AND WHAT IS LIKELY TO HARM. IT IS BORN OF EXPERIENCE; IT TAKES SOME LIVING.'"

SYNDICATED COLUMNIST ANN LANDERS, 68, WROTE SAYING, "TO PUT IT BLUNTLY, I BELIEVE SUCH A LAW IS CRUEL, UNFAIR AND JUST PLAIN FOOLISH. AGE IS ONLY A NUMBER. SOME PEOPLE ARE OLD AT 40. I CANNOT IMAGINE BEING FORCED TO RETIRE IN TWO YEARS BECAUSE THE CALENDAR SAYS I HAVE HAD IT. ALTHOUGH I HAVE BEEN WRITING THE ANN LANDERS COLUMN FOR 31 YEARS, I FEEL THAT I AM AT MY BEST -- AND GETTING BETTER! AT THE AGE OF 68 I FEEL TERRIFIC AND CAN'T WAIT FOR THE NEXT LOAD OF MAIL TO PLOP ON MY DEST, I PUT IN 10 HOUR DAYS AND LOVE IT. I CANNOT IMAGINE WHAT MY LIFE WOULD BE WITHOUT WORK -- AND I DON'T NEED THE MONEY. BUT I DO NEED THE STIMULATION, THE EXCITEMENT, THE FEELING THAT I AM MAKING A CONTRIBUTION TO SOCIETY. AFTER ALL, SERVICE IS THE RENT WE PAY FOR OUR PLACE HERE ON EARTH, AND I HOPE TO SERVE FOR A LONG TIME TO COME."

ACTOR JOHN HAUSEMAN, 84, WHO MADE FAMOUS THE WORDS "WE DID IT THE OLD FASHIONED WAY, WE EARNED IT," WRITES, "NEEDLESS TO SAY, I HAVE STRONG VIEWS ON THE SUBJECT OF COMPULSORY RETIREMENT. I HAVE HAD THE GOOD FORTUNE TO WORK IN A FIELD WHERE NO SUCH RULES ARE IN FORCE. OTHERWISE I SHOULD HAVE BEEN DENIED TWENTY YEARS OF WHAT I BELIEVE TO HAVE BEEN THE MOST CREATIVE AND PRODUCTIVE YEARS OF MY LIFE."

AND ACTOR ROBERT YOUNG, 79, WRITES "I CLASSIFY STEREOTYPING WITH GENERALITIES NONE OF WHICH IS WORTH A DAMN, INCLUDING THIS ONE (AGE). THAT ANYONE SHOULD BE FORCED TO STOP WORKING FOR ANY REASON OTHER THAN CAPABILITY TO FUNCTION AS REQUIRED IS, TO ME, UNCONSTITUTIONAL. IN OTHER WORDS, IT IS AGAINST THE LAW. THE SUPREME LAW OF THIS GLORIOUS COUNTRY IN WHICH WE ARE PRIVILEDGED TO LIVE AND WORK."

ROBERT YOUNG'S OBSERVATION PROVIDES AN APPROPRIATE PREFACE FOR TODAY'S HEARING WHICH WILL INCLUDE TESTIMONY BY:

COMPUTER SCIENCE PIONEER AND INVENTOR OF COBOL, GRACE HOPPER
MARATHON RUNNER, SAM FREEMAN
NATIONAL WOMEN'S SWIMMING CHAMPION, "THE UNSINKABLE" NELLIE BROWN
SEXOLOGIST, WILLIAM MASTERS
NOBEL PRIZE WINNER, HERBERT BROWN
ORAL POLIO VACCINE INVENTOR, ALBERT SABIN
PULITZER PRIZE WINNING AUTHOR, ROBERT BUTLER

I AM ENCLOSING ADDITIONAL MATERIALS INDICATING PUBLIC OPINION RECEIVED BY THE SUBCOMMITTEE ON THIS ISSUE FOR THE RECORD.

I LOOK FORWARD TO TODAY'S TESTIMONY.

Mr. PEPPER. Now, I would like to give my colleagues an opportunity to make their statements. Mr. Regula.

STATEMENT OF REPRESENTATIVE RALPH REGULA

Mr. REGULA. Thank you, Mr. Chairman.

I think this is a topic that we should discuss. I look forward to hearing from the witnesses. History is full of examples that ability is ageless, and I would add to your quotations there, too, I think that relates to that one in a rather famous debate wherein one of the participants said, "I will not make age an issue in this campaign," and the other that was used, and that is, "Where is the beef?" But both by individuals over 70. You might even want to subpoena one of our more distinguished people in this city who could contribute quite a bit to this hearing, I think, on the fact that ability is ageless.

[The prepared statement of Representative Regula follows:]

PREPARED STATEMENT OF REPRESENTATIVE RALPH REGULA

I take this opportunity to congratulate our distinguished Chairman for his leadership in the area of mandatory retirement. Older Americans continue to make important contributions to our country long after the mandatory age of retirement. I join him in his support of these dedicated and productive people.

In order to promote equal employment opportunities for older persons, Congress enacted the Age Discrimination in Employment Act (ADEA) in 1967. This landmark legislation was a culmination of years of debate regarding the issue of mandatory retirement. It has become the focal point in the fight against age discrimination.

Ensuring that opportunities exist for older citizens to continue their contributions to America is a dilemma in which the general solution has been determined, but the implementation of the specific plan has yet to materialize. Most agree that many persons can be highly productive far into their seventies and beyond. Much of the concern lies with what exceptions need to be made to the general standard abolishing mandatory retirement.

Under current law, there exists exceptions where age is a "bona fide occupational qualification". These include airline pilots, high level executives, and certain federal employees such as foreign service officers.

Legislation has been introduced, and is pending, in both the House and Senate which would have varying impact upon these exceptions and the actual age of retirement. Specifically, Chairman Pepper has sponsored legislation, HR 4154, which is expected to be reported out of the Rules Committee and possibly come to the House floor by the end of this week.

The guiding principal must be what is in the best interests of our aged and society as a whole. After much studying of this matter, I am supportive of the Chairman's actions but caution that care must be taken to ensure that professions wherein age is a legitimate factor remain exempt from ADEA. And just as important, consideration must be given to the special concerns of occupations where some form of mandatory retirement remains vital to the continuation of the institution. I speak specifically of the situation involving tenured faculty. If these concerns can be addressed alongside a general mandate abolishing mandatory retirement we will meet the needs of all concerned.

Today, we join our distinguished Chairman in celebrating his eighty-sixth birthday. This occasion is an example to us all of the importance of older Americans and their significant contributions to our national well-being.

Mr. PEPPER. Thank you very much. Mr. Wyden.

STATEMENT OF REPRESENTATIVE RON WYDEN

Mr. WYDEN. Thank you, Mr. Chairman.

I am hopeful we will be able to pass your bill in the remaining days of Congress. In my view, it is really hard to think of anything more un-American than mandatory retirement. What our country is about is when you have the drive and initiative, there shouldn't be any limitations, and yet somewhere along the way we have put in place this horrible stigma that is draining our country of productivity, this relic, this outdated notion that at a certain age we ought to unplug people from our society. And I just don't think we can afford to have this drain on our productivity. And I am hopeful in the remaining days of this Congress we can pass the Senator's bill.

Mr. PEPPER. Thank you very much. Next, Mr. Lightfoot.

STATEMENT OF REPRESENTATIVE JIM LIGHTFOOT

Mr. LIGHTFOOT. Thank you, Mr. Chairman.

Just to add to what my colleagues have said, my father is 76 now, and he decided that he was going to wear out instead of rust out, and he has farmed all his life and still does and will continue to do so. Although I will admit in recent years he has changed his rotation to corn, soybeans and Texas because he does go south in the wintertime to get away from our cold winters. Our State has—ranks I believe either third or fourth in the Nation in people over the age of 80. That is good news, I guess, that we have the kind of conditions where people survive and do quite well at the far end of the age scale.

I think it is extremely important that we don't let this great natural resource go to waste because the knowledge that is there, the experience that is there, people in my age group, we learn a great deal if we would just sit and listen sometimes. I think it would be a terrible natural resource we are actually wasting by making people quit when they are not ready.

Mr. PEPPER. Thank you. Mr. Skelton.

STATEMENT OF REPRESENTATIVE IKE SKELTON

Mr. SKELTON. I won't prolong the hearing this morning by expounding what others have already said. Needless to say, I would like to add a comment, I remember very well my mother, late, late in her very active life, saying that she was like good wine, she got better as she got older, and I think she proved it by her life. I know that is what this hearing is all about.

I compliment the Senator on this legislation. As he knows, I am a strong supporter of it. We look forward to hearing the witnesses today.

Mr. PEPPER. Thank you very much, Mr. Skelton.

Mr. Wortley.

STATEMENT OF REPRESENTATIVE GEORGE C. WORTLEY

Mr. WORTLEY. Thank you, Mr. Chairman.

I just want to say you have always been a man of vision, and I think it proves it here today when we begin these hearings on ending mandatory retirement because already we have seen the statistics that have come out that would indicate during this final decade of this century, the decade of the 1990's, there will, in fact, be a great shortage of people available for the work force, and it is only appropriate that we start addressing this problem early on before we reach the crisis stage.

Mr. Chairman, you alone are a living testament of the theme of today's hearing; namely, ability is ageless. And I commend you for holding the hearing today.

Mr. PEPPER. Thank you, Mr. Wortley.

Mr. Bonker.

STATEMENT OF REPRESENTATIVE DON BONKER

Mr. BONKER. Thank you, Mr. Chairman.

I am not a member of your committee. I am only here to wish you a happy birthday and hear the witnesses that you have scheduled today.

For the record, when Chairman Pepper was in Seattle last week, I made the announcement he is my preferred choice to be Democratic nominee for President in 1988, to which he responded that he accepted, and if elected, he would appoint all senior citizens to his cabinet.

Mr. PEPPER. Thank you. That is very kind of you.

Incidentally, it just occurred to me, our Federal Constitution features a minimum age limit. For example, to serve in Congress, you have to be 25 years of age to be a Member of the House of Representatives and 30 years of age to be a Member of the Senate; but it doesn't prescribe any maximum. It is rather interesting the founding fathers didn't think it necessary to establish a maximum. And in respect to the Presidency, I don't think there is any age limitation at all in the Constitution.

Before I introduce our witnesses, I would like to submit the prepared statement of Congressman Bill Schuette for inclusion in the hearing record at this point. Hearing no objections, so ordered.

[The prepared statement of Representative Schuette follows:]

PREPARED STATEMENT OF REPRESENTATIVE BILL SCHUETTE

MR. CHARIMAN, MEMBERS OF THE SUBCOMMITTEE ON HEALTH AND LONG-TERM CARE, HONORED WITNESSES AND GUESTS, IT IS INDEED A PLEASURE TO BE HERE THIS MORNING. TODAY WE WILL NOT ONLY TO LEARN OF THE GREAT ACHIEVEMENTS OF MANY OUR OUR DISTINGUISHED GUESTS, BUT ALSO WE ARE HERE TO OFFER BIRTHDAY WISHES TO ONE OF OUR COLLEAGUES, CHAIRMAN CLAUDE PEPPER. I AM HONORED TO HAVE WORKED, IF ONLY BRIEFLY IN THE 99TH CONGRESS, WITH CHARIMAN PEPPER, AND I TRUST WE WILL HAVE MANY MORE YEARS TO SERVE TOGETHER AS MEMBERS OF THIS COMMITTEE AND IN THE HOUSE OF REPRESENTATIVES. ONCE AGAIN, MY HEART FELT BIRTHDAY WISHES TO YOU, CHARIMAN PEPPER. MAY THIS DAY BE FILLED WITH JOY!

THANK YOU LADIES AND GENTLEMEN. I LOOK FORWARD TO HEARING OF THE ADVENTURES AND ACHIEVEMENTS OF OUR GUESTS. I CANNOT AGREE WITH YOU MORE THAT ABILITY IS AGELESS, AND I COMMEND THE CHAIRMAN AND STAFF FOR CALLING THIS MEETING.

Mr. PEPPER. Now we have a distinguished panel here this morning, and we are profoundly grateful to all these distinguished citizens who have come to testify in this hearing.

In this panel is Dr. William H. Masters, age 70, sexologist and educator from St. Louis; Mrs. Grace Hopper, Ph.D., age 79, inventor of COBOL computer language and rear admiral, U.S. Navy, Arlington, VA; Herbert Brown, Ph.D., age 74, professor emeritus of chemistry, Purdue University, West Lafayette, IN, and winner of 1979 Nobel Prize in chemistry. We have all heard of the unsinkable Nellie Brown with great pride.

The next is Albert Sabin, age 80, microbiologist and immunologist, who developed the oral vaccine that helped eliminate polio in industrialized nations of the world, Washington, DC; Mr. Sam Freeman, age 65, attorney and marathon runner of New York, NY; Ms. Juanita Thornton, age 73, activist on behalf of the elderly of Washington, DC, and a long-time and very distinguished and dear friend, the Honorable Robert Butler, Pulitzer Prize winning author and director of geriatrics and training, Mt. Sinai Medical Center of New York and formerly, you know, the Director of the Institute of Aging of the U.S. Government.

We have called them up in the named order which I have just called. First will be Dr. William Masters.

PANEL ONE—CONSISTING OF WILLIAM H. MASTERS, M.D., AGE 70, SEXOLOGIST AND EDUCATOR, ST. LOUIS, MO; REAR ADM. GRACE HOPPER, U.S.N., PH.D., AGE 79, INVENTOR OF COBOL COMPUTER LANGUAGE, ARLINGTON, VA; HERBERT BROWN, PH.D., AGE 74, PROFESSOR EMERITUS OF CHEMISTRY, PURDUE UNIVERSITY, WEST LAFAYETTE, IN, AND WINNER OF 1979 NOBEL PRIZE IN CHEMISTRY; NELLIE BROWN, AGE 93, NATIONAL SWIMMING CHAMPION, ALEXANDRIA, VA; ALBERT SABIN, M.D., AGE 80, MICROBIOLOGIST AND IMMUNOLOGIST, DEVELOPED THE ORAL VACCINE THAT HELPED ELIMINATE POLIO IN INDUSTRIALIZED NATIONS, WASHINGTON, DC; SAM FREEMAN, AGE 65, ATTORNEY AND MARATHON RUNNER, NEW YORK, NY; JUANITA THORNTON, AGE 73, ACTIVIST ON BEHALF OF THE ELDERLY, WASHINGTON, DC; AND ROBERT BUTLER, M.D., PULITZER PRIZE-WINNING AUTHOR, AND DIRECTOR OF GERIATRICS AND TRAINING, MT. SINAI MEDICAL CENTER, NEW YORK, NY

STATEMENT OF WILLIAM H. MASTERS

Dr. MASTERS. Mr. Chairman, I was delighted to listen to the remarks of the committee. I feel very strongly that it would have been a disappointment in my life had I been forced to retire when I was 70. So much of what I have wanted to do has not been done. My opportunity to teach is the most important thing to me now.

I think I can be exquisitely brief by comparing the myths of aging with the myths of sex. There are only two things we need as men and women to function effectively sexually in the 80-year-old age group. One is a state of good health, and the other is an interesting partner. There are only two things we need to function well as effective human beings, one is good health, and two is continuing opportunity. We would all hope that in your wisdom you would

see that we had the opportunity to continue to be productive so long as we can do that.

As a codicil, I would also insist for those of us who are aging, that our first concern would be that there would be no special protection for us simply because we are aging. We should have the opportunity and the privilege of meeting the competition of the younger age groups. I appreciate the opportunity of speaking with you first. I do have a number of commitments in St. Louis this afternoon, and if there are any questions, I would be glad to try to answer them while I am still here.

Thank you.

Mr. PEPPER. Thank you very much, Dr. Masters. We are very familiar with the great work that you and your wife have been able to accomplish, and we commend you for it and are very grateful to you for being with us here today.

Dr. MASTERS. Thank you. It is my pleasure to be here. My wife joins me in this discussion. Unfortunately she couldn't be here, she has other commitments. But as she ages, she always expresses the fact "I hope they don't do it to you, so they won't do it to me."

Thank you.

Mr. PEPPER. Thank you very much.

Now next we will talk to Grace Hopper, of whom I have spoken as the inventor of COBOL. Dr. Hopper, we are honored to have you.

STATEMENT OF REAR ADM. GRACE HOPPER

Admiral HOPPER. Rear Admiral Hopper.

Mr. PEPPER. Yes, I know, admiral. I guess you are one of the few women admirals. We honor you both as a woman and for having achieved that great honor in the Nation's service.

Admiral HOPPER. I thank you for letting me be here. I have a couple of things I would like to say. If there is one thing that bothers me and annoys me, it is being called an elderly citizen, older, senior citizen. The only time I like those phrases is when they imply a very large discount. Then I find them useful.

I was born in 1906. That was the year of the San Francisco earthquake, but I didn't have anything to do with it at all. I led a quiet life and came along my way. I am now 79. I have a plan in mind which some of the others may plan to enjoy as well. I am planning to live to be at least 94. Because on December 31, 1999, will be the largest New Year's Eve party ever held in this country.

Now, I don't drink, so the next morning I will be cold sober, and I am going to call up all my friends and say, "See, you underestimated." That is the day I am going to tell them all "I told you so," January 1, 2000. I think that is a good date for that.

This question of staying older or staying young—I have a crew of youngsters who work for me, 17-, 18-, 19-year-old sailors and girls. They are very helpful. I find that if I tend to get the least bit stuffy or aged, they very suddenly let me know about it, and I immediately reform. So I suggest that we should not isolate older people but rather we should mix them with the younger people, because I find another need across the country. I have been talking at the schools,

the colleges, at our academies, and I have seen our young people in the services.

Somewhere after World War II, we went overboard on management. We thought everything could be done by management, and we forgot about leadership. The old two-way street, loyalty up and loyalty down, respect for your superior, keep him informed, superior take care of your crew. We forgot about leadership, and our young people are looking for it. They are hunting for it. They are missing it. I think if I had a marine sitting here beside me, what he would say would be when the going get rough, you cannot manage a man into combat, you must lead him. You manage things, you lead people.

One of the biggest jobs for our senior citizens today is to provide that leadership. The schools are looking for people who will volunteer to come in to teach classes, to give to those youngsters the advantage of their youngsters. They won't get paid for it, but it is a tremendous contribution. And, after all, the greatest contribution anyone can make is—to be of service is the most satisfactory contribution you could make, and there are many, many opportunities to be of service to our towns, our country, our counties, our States, our hospitals, our charities and, above all, our schools that can be made by our senior citizens. It will take a little extra effort, but that will be good for them.

I have found that among my friends, if they retire and don't do anything, they die in about 2 years. If they get a job and get out there and do something, they go on living and contributing. And we need those people, every one of them. And we need that leadership for our young people. I think it is the primary responsibility of our senior citizens to provide that leadership. Of course, I have one gripe, everybody has to have one gripe. I have paid Social Security in full since the day it started, so, of course, now I collect in full. Since I am foolish enough to still have a job, I also pay it in full, and then they tax half of it, and somehow I don't think that is very fair. I think you ought to do something about that, because it isn't quite fair to both pay it, get it, tax it, sometimes I wonder if I am making anything. But I haven't had time to work that out in detail.

I think there is a tremendous future for all of us, all of us over 70, over 80, over 90, over 100, and that is the contribution that we can make which our young people so clearly need. I think many of the problems that we see today with illegitimate births, with drugs, have arisen from lack of leadership. There has been failure to set an example, failure to teach people how to say no, and that has to come from us, and we can do it if we get out there and do it.

And I would have a challenge to our so-called senior citizens and say, quit being senior and be citizens, get out there and be leaders and be as good as the marines.

Thank you.

Mr. PEPPER. Thank you, admiral, for that magnificent statement.

Next is another distinguished witness, Dr. Herbert Brown.

STATEMENT OF HERBERT BROWN

Mr. BROWN. Research over the short term is a relatively slow, often agonizing process. Day by day, week by week, it is often difficult to note any real progress. However, I have had the rare good fortune to have followed a research program consistently for many years. Actually, this year, 1986, is the 15th year. My experiences have led me to a number of conclusions, some of which may be pertinent to the deliberations of this subcommittee. I am indebted to the Honorable Claude Pepper and the other members of the Subcommittee on Health and Long-Term Care for the opportunity to present some of these insights here.

My name is Herbert C. Brown. I am 74 years old. I hold the position of Wetherill research professor emeritus at Purdue University. My research over 50 years has received many recognitions. In 1969, I received the National Medal of Science. In 1979, I was awarded the Nobel Prize.

Mr. PEPPER. How old were you then? Past 65?

Mr. BROWN. Sixty-seven.

Mr. PEPPER. Thank you.

Mr. BROWN. More recently I have achieved the "Triple Crown" of American chemistry: The Priestley Medal of the American Chemical Society (1981), the Perkin Medal of the American Section of the Society of Chemical Industry (1982), and the Gold Medal of the American Institute of Chemists (1985).

I reached retirement age—66—in 1978. The university held a grand retirement party. Many of my former coworkers, both graduate students and postdoctorates, numbering about 300 at that time, came to participate in the festivities.

I might easily have retired to a life of ease and vegetation. But my wife of nearly 50 years, a former classmate of mine in my undergraduate days, urged me to continue. Her observations had led her to the conclusion that men last longer, in better health, if they continue active.

Fortunately, the university came to me with an exceptional opportunity. I was invited to remain at the university and to continue my research activities with the same research space as in the past. There would be just two changes: First, I would no longer accept graduate students for training for the Ph.D. I would restrict myself only to postdoctorates. Second, I would no longer receive a salary.

Now some people might wonder why I would continue my research activities without salary. But there is nothing I find more enjoyable than my continued exploration of nature and the series of discoveries that our research uncovers. I accepted the invitation with thanks.

That was 8 years ago, in 1978. With one exception, the various granting agencies have continued their support of my work at the same level. I have continued to work with a group of approximately 16 postdoctorate coworkers. These have come to me from all over the world: Japan, Korea, Taiwan, India, Israel, Italy, Germany, France, Great Britain, Poland, and the United States.

I have observed no diminution in my publications since my so-called retirement. I previously published approximately 30 scientific papers per year. Since my "retirement," I have published some-

what more, as many as 40 in a single year. I am now approaching No. 1,000. Twenty-five percent of my publications have come since my so-called retirement.

Prior to my retirement, I delivered some 25 invited addresses per year on my work. The year after my retirement, I received the Nobel. That brought an increased number of invitations to speak, often extended in such a manner that one could not decline. As a result, my lectures have increased in number. Now I give approximately 50 lectures per year.

Previously I made approximately three trips abroad each year to attend conferences and give lectures. Now I make as many as six trips abroad each year. My wife always accompanies me on these trips. That is one of my secrets for maintaining a happy marriage for 50 years.

I should point out that some of my most prestigious awards, the Nobel and the three medals constituting the "Triple Crown," came in the years following my so-called retirement.

I should emphasize that I am not unusual. I know many other chemists who have continued to do productive research long past the usual retirement age.

If my productivity has not decreased, what about my creativity? That is a more difficult question to answer. One can count one's publications and invitations, but how does one judge his own creativity? However, I can say that 2 years ago I announced a development in my laboratories that I believe is the most important of my career. Let me attempt to give you a feeling for the significance of this development.

Many organic compounds exist in nature as a pair of optical isomers. These are related to each other in the way a right hand is related to a left. They cannot be superimposed. But the mirror image can be superimposed.

Living organisms, including human beings, commonly produce only one optical isomer and can generally utilize only one in metabolism. A particular optical isomer may be an important pharmaceutical, whereas its mirror image may have no effect or might even be a serious poison.

Unfortunately, when organic chemists synthesized such compounds in the laboratory, they invariably obtained a 50/50 mixture of the two optical isomers. These could usually be separated only by a long, tedious process, often very expensive. Such expenses added greatly to the cost of pharmaceuticals.

Two years ago, we discovered a simple way to prepare optically active groups attached to boron. We can now transfer these groups from boron to carbon, retaining all of the optical activity. For the first time in history, organic chemists have available a general synthesis of either isomer of a pair of optically active compounds.

In the 1930's, at the time I was starting my career, conventional wisdom was that one did his most creative work by age 35. After that, it was all downhill.

I married my classmate, Sarah Baylen, in 1937 when I was 24. This was before the days of Women's liberation. Husband and wife were considered to be a single unit with common goals. Accordingly, I discussed this problem with Sarah, and she agreed to give me every possible opportunity to do such creative work as I could

achieve by relieving me of all routine duties. She would handle the bills, do the banking, take care of the house and yard work, handle the income tax—a smaller matter in those days—et cetera.

I have now come to the conclusion that this 35-age limit is sheer nonsense, at least for chemists. I was 44 when my students and I discovered a new reaction, hydroboration, which made organoboranes readily available for the first time. I was 54 when we initiated our systematic study of organoboranes and discovered their rich potential—the work that led to the Nobel. I was 64 when we discovered we could achieve 100 percent optical purity in many hydroborations. Finally, I was 72 when I realized we had in our hands a truly general procedure to synthesize optically pure compounds.

When this happened, I went to Sarah and apologized. Evidently I had been mistaken when I had accepted conventional wisdom. But she brushed off my apologies. She had enjoyed our joint efforts, and she had no regrets. Indeed, her responsibilities had its compensations. When we went to Stockholm to receive the medal and the award, she let me carry the medal back, but she took charge of the $100,000 award.

I hope that my experiences will prove helpful to the subcommittee in its deliberations.

Mr. PEPPER. Dr. Brown, you have answered every possible criticism of what we are trying to do to remove any age criteria in permitting people to continue their work with the magnificent experience you have revealed, and we are grateful to you for giving the American public the testimony that you have given of your own experience. All your major awards came really after your retirement at age 66, and that is just what we are talking about.

The next panelist is Ms. Nellie Brown, age 93. At the age of 93, she truly can be called a champion. She has been hailed as the most outstanding and successful competitor in the history of masters swimming, which is a nationwide competition for adult women. Year after year, Mrs. Brown has won national top 10 awards in master swimming, almost always the fastest swimmer in her age group, which is 80 and up. In the past she has even won official rating as the world's speediest swimmer in two events, the 50-meter free style and the 100-meter back stroke.

We are very pleased and honored, Ms. Brown, to have you with us today.

STATEMENT OF NELLIE BROWN

Ms. BROWN. Thank you.

Mr. PEPPER. You may proceed.

Ms. BROWN. Good morning, Chairman Pepper and members of this distinguished subcommittee. I am Nellie Brown, and I am proud to say that at 93 I am the senior member of this distinguished panel of witnesses.

Some people may think that a swimmer champion couldn't be 93 years old. They think that I should sit in a rocking chair and rock, but all I know is I have such a passion for swimming, and I am so built for swimming that I can do most any kind of swimming, and I do that, too, for my health. It keeps me going. At 93, I can still do everything, and I am still moving around and doing pretty good for

a person who has as many handicaps as I have had. I have had them all my life.

I didn't learn to swim until I was 50 years old, and my competitive career only started when I was 81. I was 81 years old when I started competitive swimming. From that time on, I began entering races, and I am the oldest competitor that has been in the racing for the nationals. When I started swimming, the oldest person that I was swimming in the competitive meets was 65.

Well, now, I am swimming against many, many older people, some almost as old as I. So that gives me—I am glad to say that I think some of them swim because of what I can do, and they started swimming themselves. I go around speaking to older people trying to get them to swim and get in the water, and tell them how wonderful it is to keep your body moving regardless of how you feel, you get in the water and you can do most anything. My body seems to be made for the water, because I can float just like a cake of Ivory soap.

I have had a very, very full life. I was married, my husband died in 1949, and I had my one daughter that died in 1940—I mean, when she was 4 years old, and my only son is living in Nashville, TN, and he is 64. I taught in the public schools, I taught school for 42 years altogether. I taught 35 years in Alexandria, and the rest of the time in Roanoke.

Now, these were some of the most rewarding years in the world. My first grade children were very, very close to me. I love children, and we loved each other, and we worked hard together. We had large, large classes; we didn't have small classes like they have now; we had large classes. At one time in the city of Alexandria, I was teaching 80 children at a time, 80 children a day, part in the morning, part in the afternoon. That is when we were so overcrowded. I just took them that way.

But we had a wonderful time. The most rewarding time of my life was teaching those precious little minds and expanding them. It was just wonderful to be able to do that. Even now I hear from my first graders, from my little first graders; as old as I am now, I still hear from them very, very often, at Christmas and birthdays. In 1980, I decided to have my 90th birthday party, and I had 380 there that showed, and I had 20 of my first graders there at that time.

I can't see too well. Sometimes I get to thinking about my life, and I feel like that my life has been just like a good book. The more you read into it, a good book, you always think it more interesting. Well, that is the way my life has been. I just felt that way. Although I have had many many obstacles, many many handicaps, I just feel that way about my life.

Swimming comes so easily to me, and I had so many newspapers and so much attention—everything from the public. I have been on "Good Morning America" twice, and David Hartman even wrote me a letter when I broke my hip, he wrote me a letter himself and sent it to me. I was very proud of that. That raised my prestige in the hospital from zero to 10.

Now, these are some of the awards I have won. The first one I won was from Sports Illustrated. And then I have won so many gold medals that everybody is trying to win that I really—I don't

really know how many I do have, first ribbons and all these different kinds—this one was from the Senior Olympics. The Senior Olympics is one of the best things I know about. I went to a meeting yesterday of the Senior Olympics in Alexandria. They have given a chance—we are beginning to give a chance—to the senior citizens to do something to show what they can do. There is everything going on: football, jumping, running, walking and swimming, and everything.

So Friday will be the day I will swim in competition. I have been in five different senior citizens' groups, and I will swim again this Friday in Alexandria, where we are having it. Congressman Pepper, I am pleased that you are having this, because when I—I forgot to tell you, I was teaching and I had to retire at 70. They let me teach 5 years longer than I should. I had to stop at 70, so a private school called me then and wanted to know if I wouldn't teach a class for them, and I taught until I was 77, if you want to know it. I taught until 77 and still wasn't ready to stop.

I do hope that your bill will pass. Thank you very much for this time. I have enjoyed it very much.

Mr. PEPPER. Thank you very much, Mrs. Brown. You are an inspiration to us all. I am sure the Nation is proud of you, what you have achieved, and especially of your brave spirit.

[The prepared statement of Nellie Brown follows:]

STATEMENT OF NELLIE BROWN
ALEXANDRIA, VIRGINIA

GOOD MORNING, CHAIRMAN PEPPER AND MEMBERS OF THE SUBCOMMITTEE. MY NAME IS NELLIE BROWN AND I AM PROUD TO SAY THAT, AT 93, I AM THE SENIOR MEMBER OF THIS DISTINGUISHED PANEL OF WITNESSES.

SOME PEOPLE ARE SURPRISED TO HEAR THAT A SWIMMING CHAMPION CAN BE 93 YEARS OLD. THEY THINK THE ROCKING CHAIR IS A MORE APPROPRIATE PLACE FOR SOMEONE THAT AGE THAN A SWIMMING POOL. ALL I KNOW IS I HAVE A PASSION FOR SWIMMING -- IT'S ALL I CAN DO TO PULL MYSELF OUT OF THE WATER SOME DAYS, I ENJOY IT SO MUCH.

I DIDN'T LEARN TO SWIM TILL I WAS IN MY 50'S, AND MY COMPETITIVE CAREER ONLY STARTED WHEN I WAS 81. WHEN I BEGAN ENTERING RACES, THE OLDEST COMPETITOR WAS 65. I LIKE TO THINK I HELPED CHANGE THAT. PEOPLE IN THEIR 70'S, 80'S AND 90'S SAW WHAT I COULD DO AND STARTED SWIMMING COMPETITIVELY THEMSELVES. EVEN WITH ALL THE NEW COMPETITION, I AM STILL THE NATIONAL RECORD HOLDER IN THE 400 METER AND THE 500 METER FOR THE WOMEN'S 80 AND OVER DIVISION. MY STROKE IS THE CRAWL.

SWIMMING HAS CERTAINLY BEEN A GOOD TONIC FOR ME. I SUFFERED POLIO AS AN INFANT AND TWO BROKEN HIPS AND A BROKEN BACK IN LATER LIFE. SWIMMING HELPS ME KEEP LIMBER. IT ENERGIZES ME. EVERY NOW AND THEN AN OBSTACLE TO MY SWIMMING WILL PRESENT ITSELF. MY EYES HAVE GIVEN ME TROUBLE -- GLAUCOMA, TWO CATARACTS AND A DETACHED RETINA. I JUST ORDERED SOME SPECIAL PRESCRIPTION GOGGLES AND KEEP ON SWIMMING.

I HAVE HAD QUITE A FULL LIFE. I WAS MARRIED 28 YEARS UNTIL MY HUSBAND PASSED AWAY IN 1949. I HAD A BEAUTIFUL DAUGHTER WHO DIED OF MENINGITIS AT THE AGE OF 4. MY OTHER SON, BILLY, IS 64 AND LIVES IN NASHVILLE.

I TAUGHT IN THE PUBLIC SCHOOLS FOR 40 YEARS -- 5 YEARS IN ROANOKE AND 35 IN ALEXANDRIA. THAT WAS SOME OF THE MOST REWARDING WORK A PERSON CAN DO. I ENJOYED THE CHALLENGE OF INSPIRING MY STUDENTS AND FOUND THAT BEING AROUND THEIR EAGER YOUNG MINDS WAS STIMULATING TO ME. I STILL RECEIVE CARDS AND GIFTS EACH YEAR AT CHRISTMAS FROM MY FORMER PUPILS.

WHEN I TURNED 70, I WAS ASKED TO RETIRE. THIS SEEMED UNFAIR TO ME -- I STILL HAD SO MUCH TO GIVE. I WAS SOON NOTIFIED OF A VACANCY AT A PRIVATE SCHOOL, SO I TAUGHT THERE UNTIL I WAS 77. GOING BACK TO WORK GAVE ME A NEW LEASE ON LIFE -- AND A MUCH BETTER PENSION THAN IF I'D RETIRED AT 70.

IN LATER LIFE, I HAVE CONTINUED TO TEACH, ALTHOUGH NOT FOR PAY. I HAVE WORKED WITH THE HANDICAPPED, INSTRUCTING THEM IN SWIMMING, AND I OFTEN LECTURE SENIOR GROUPS ABOUT THE BENEFITS OF SWIMMING.

SOMETIMES I COMPARE MY LIFE TO A GOOD BOOK. THE FURTHER INTO IT I GET, THE MORE INTERESTING IT GETS!

AFTER I LEFT MY TEACHING JOB, I DECIDED TO TAKE UP SWIMMING FOR ITS MENTAL AND PHYSICAL BENEFITS. IT GIVES ME A REASON TO GET UP IN THE MORNING. IT BUILDS MY CONFIDENCE. IT MAKES ME FEEL LIKE A NEW PERSON.

SWIMMING COMES SO EASILY TO ME! ONE NEWSPAPER ARTICLE CALLED ME "THE UNSINKABLE NELLIE BROWN." SOMETIMES I DO THINK MY BODY IS SPECIALLY CONSTRUCTED TO MAKE SWIMMING EASY FOR ME. I'M LIKE A BAR OF IVORY SOAP -- I HAVE NO TROUBLE FLOATING.

SWIMMING HAS GIVEN ME SO MANY OPPORTUNITIES I WOULDN'T HAVE HAD OTHERWISE. I'VE TRAVELED AS FAR AS CALIFORNIA AND TEXAS TO BE IN SWIM MEETS -- AND ON THAT CALIFORNIA TRIP I GOT TO MEET PRESIDENT FORD. I'VE BEEN WRITTEN UP IN A WHOLE BUNCH OF PAPERS, INCLUDING THE NEW YORK TIMES, AND ONE TIME SPORTS ILLUSTRATED SALUTED ME WITH A SPECIAL AWARD. I'VE BEEN A GUEST ON GOOD MORNING AMERICA TWICE -- DAVID HARTMAN EVEN SENT ME A CARD AFTER I HAD SURGERY A WHILE BACK. I'VE MET SOME INTERESTING PEOPLE AND SEEN SOME INTERESTING SIGHTS.

I BROUGHT WITH ME SOME OF THE AWARDS I HAVE EARNED FOR SWIMMING. I DON'T MEAN TO TOOT MY OWN HORN, BUT I HAVE SO MANY THAT THE HERMITAGE, THE HOME WHERE I LIVE IN ALEXANDRIA, HAS HAD TO GIVE ME MY OWN DISPLAY CASE. I'VE LOST COUNT OF THE NUMBER OF RIBBONS AND MEDALS I'VE WON -- I HOPE TO ADD TO MY COLLECTION THIS FRIDAY, WHEN I'LL BE RACING AGAIN IN ARLINGTON. I MENTION ALL THIS BECAUSE I WANT THOSE OF YOU HERE TODAY TO KNOW WHAT AN OLDER AMERICAN CAN ACCOMPLISH WHEN SHE PUTS HER MIND TO IT.

CONGRESSMAN PEPPER, I'M PLEASED YOU'VE DECIDED TO HOLD THIS HEARING AND I DO HOPE YOUR BILL TO ELIMINATE MANDATORY RETIREMENT FOR PEOPLE WHO WANT TO KEEP WORKING WILL PASS. THANK YOU VERY MUCH.

Mr. PEPPER. Our next witness is Dr. Albert Sabin. Dr. Sabin, as you know, has saved the lives of countless millions with his oral vaccine to prevent polio. The 80-year-old scientist has had a banner year, receiving the Presidential Medal of Freedom, America's highest civilian honor, in May, and the Medal of Liberty from President Reagan in July. Dr. Sabin was recently crowned in another way, regaining use of his limbs after a bout with polyneuritis, a nerve disease.

Dr. Sabin maintains a schedule that would tire a younger man. Today's hearing is the first of three congressional appearances he will make this week. We are honored to have Dr. Sabin with us. Dr. Sabin advises me that he has no prepared statement. Would you like to make a brief summary of your views, and then we will subject you to questions perhaps later, Doctor?

STATEMENT OF ALBERT SABIN, M.D.

Dr. SABIN. I am not sure that I was—was that a question, Mr. Chairman? May I proceed?

Mr. PEPPER. Doctor, what are your thoughts out of your experience with respect to mandatory retirement?

Dr. SABIN. Let me, first of all, say that I appreciate the opportunity to participate with your friends on your 86th birthday. Two weeks ago, I became 80, and I have already apologized for not having a prepared statement, but I would like to give you off the top of my 80-year-old head my reaction to two theses before this hearing.

The first one is, ability is ageless. When I asked myself, is this statement biologically correct, is it really biologically correct to say that ability is ageless? As a biologist, quite aside from other things, I would have to say no, it is not correct. And some may say that if this premise is not correct biologically, then perhaps what follows, based on this premise, may also not be admissible.

And this reminds me of an experience about 47 years ago when a group of scientists were sitting in Woods Hall on a Sunday morning, they and various people were discussing things, and a political scientist asked Professor Conklin, tell me what Mr. Jefferson wrote, that all men—he didn't say women—that all men are created equal and are entitled to life, liberty, et cetera, is it biologically correct that all men are created equal?

Professor Conklin said no, it is biologically absolutely incorrect. Then, says the political scientist, well, if this premise is incorrect, then what follows also doesn't have a real basis, to which Professor Conklin replied, and I remembered it all these years now, he said, "Mr. Jefferson should have inserted just two little words to make it both biologically and ethically sound, he should have said, all men are created equal in that they are entitled to life, liberty and the pursuit of happiness," and I would add in the present era also to dignity.

Now, I think the same thing I would have applied to the thesis that ability is ageless, which I regard as being incorrect, but it has no bearing on the issue before your committee whether or not there should be mandatory retirement for people reaching 70 years of age in private enterprises. I think the ability to continue work,

as you have rightly said, cannot and should not in all decency depend on the age of the person, but rather on his ability or her ability to perform the functions that are required. And whether you are 70, or 30, or 40, if you do not have the ability to perform the functions of the job that is assigned to you, you should give up your job, not by law, but by the rules of society by which we live.

So for this reason I think, regardless of the fact that ability is not ageless biologically, there is every ethical reason to remove the law that makes retirement mandatory at age 70.

Thank you.

Mr. PEPPER. Thank you very much, Dr. Sabin. That is a magnificent statement and your own experience is even more eloquent in support of your thesis.

We next have Mr. Sam Freeman, age 65. He received national attention with an article about him that appeared in Parade magazine earlier this year, this story called "They Don't Call Me Grandpa Anymore," chronicling his career as a marathon runner, although you only took up running 7 years ago. Mr. Freeman has broken many records for men in his age group. His endurance is astonishing. At one point, in 1985, he ran 82 miles, the equivalent of three marathons, in 3 days. He is looking forward to a solo cross-country run for charity in the near future.

Between marathons, Mr. Freeman practices law in New York City. We are glad to have this vital living example that age does not seriously impair one's remarkable powers nature has given him. We would be pleased to hear you.

STATEMENT OF SAM FREEMAN

Mr. FREEMAN. Thank you. Good morning, Chairman Pepper, and distinguished members of the subcommittee. My name is Sam Freeman, and I am 65 years old. I am here to tell you about my experience with long-distance running and, in a more general sense, to tell you what an older person can do if he sets his mind.

I have had an active life, I am an attorney in New York City and also served as an administrative law judge. I have always been physically active, playing handball and swimming. In November 1978, I decided to take up running. This has changed my life. I am a long-distance runner. I run ultra-marathon races. In the witness list, I am listed as a marathon runner. That is not really exact. A marathon is 26.2 miles. I generally run longer distances. Weekly I run 80 to 100 miles.

In June 1985, in Shea Stadium in New York City, I ran a 100-mile race in 20 hours and 34 minutes, breaking the American record for men in my age group. It started on Friday at 6 p.m. I ran throughout the night and finished the next day.

I don't consider what I have done as anything special. I subscribe to the belief that the mind and not the body is the controlling force. I run because it makes me feel unbelievably great. My mind is clear and relaxed. When I run, I have no distractions and problems are resolved effortlessly. After a long run, I feel I have found what I call the Fountain of Youth. I don't have a special diet. I eat whatever is at hand. I don't consider age at all. As far as I am concerned, the only thing that ages is cheese. A tired swimmer miles

from shore certainly does not consider the age factor if it is his desire to survive. He must make it back, or else.

Some of you may have seen the May 4, 1986, issue of Parade magazine. I was featured on the cover, together with a two-page article entitled "What Makes Sam Freeman Run?", with a subtitle called "They Don't Call Me Grandpa Anymore." When I first ran in Central Park in New York City, I think I was called grandpa, because my hair is on the gray side. However, I like to think and feel that I have legs, heart, and motivation of a 20 year old. Today, there are lots of people with gray hair running in the parks. I run because it adds a richness to my life that no money can buy and a running high that is priceless. I have finished every race I have started. I think that is a good metaphor for life.

In February 1983, the first of four times I have run up the Empire State Building, I was the oldest runner who ever ran up the 87 floors, 1,575 steps. I have completed about 15 marathons, 15 ultramarathons, and numerous other short races. On November 9, I ran a 50-mile race in Central Park, and the next day was November 10, my 65th birthday. To celebrate the occasion, I ran the New Jersey marathon, and the following day I ran another 6-mile jaunt through Central Park. I want to keep challenging and motivating myself.

I should like at this time to propose that I run across the country, from California to New York, for some charitable cause. I think it would be a top motivator to awaken the senior citizens of this country. I would like to plan a route so that I could meet senior citizens all along the way. I would like to show them what running has done for my life. Perhaps this may encourage them to get out of their rocking chairs and go out and at least jog or move slowly.

People must wake up to the realization that they must move their legs, that their legs have to move, or if their legs go, their body goes. Feeling the way I do, I must admit, it is impossible for me to think of retiring from my law practice in 5 years. Fortunately, New York State has a law which outlaws mandatory retirement at 70. However, many States have the age 70 retirement cap.

Congressman Pepper, you are a man who has gone the distance politically, and I have admired your career. When I am 86, I plan to run the 100-mile race, and I expect you to be present to cheer me on.

I am pleased to learn of your bill to eliminate mandatory retirement on a national level for people in the private sector. To me, senior citizen is more a state of mind than anything. We can all fashion our lives to be as productive and exciting as we want, and we should have the opportunity and the freedom to do so as long as we want.

I ran my first race, the second hardest marathon in the country, at Yonkers, NY, in 1979, at the age of 58.

Running long distances has had a longstanding change in my life. I think the golden years, if that is what you choose to call them, should be a time for opening doors, not closing them—hobbies, work, whatever. It should be the time for experimentation and exciting change, not a shutting down of our capabilities.

Jack Nicklaus at the age of 46 won the Master's Golf. He was counted out, too. Willie Shoemaker won the Kentucky Derby at age 54 with Charlie Whittingham, age 73, as his trainer.

The Portugal Olympic runner who won the gold medal winning the Olympic Marathon run at age 37, that was an age considered by runner Bill Rogers and runner Frank Shorter, to be over the hill for them.

I hope each person my age and older will find something that motivates them like long-distance running motivates me. I also hope that Congress will see fit to outlaw that ridiculous concept—mandatory retirement.

Thank you.

Mr. PEPPER. Thank you very much.

Mr. Freeman, as a member of the cross country team of the University of Alabama when I was in college, I stand in awe of your prowess as a runner. Our race was a 3-mile race between colleges, among colleges, and we only jogged not to exceed 10 miles in the afternoon.

I understand that recently, in 20 hours, you ran 100 miles a few months ago. Is that true?

Mr. FREEMAN. That was in June 1985, yes.

Mr. PEPPER. I can appreciate your prowess and the magnitude of your accomplishment. Thank you very much.

Now, Mrs. Juanita Thornton, an activist for the elderly in our area, whose statement will be read by her associate.

STATEMENT OF JUANITA THORNTON, ACCOMPANIED BY ALMAZ SANDE ADAIR

Ms. THORNTON. Good morning, Mr. Chairman, and members of the distinguished committee. I am here today to talk about the problem that we have in trying to get the private sector to permit elderly people to continue working.

After hearing Miss Brown, I feel like a teenager, and I couldn't afford to retire. She is 93 and I am only 73, will be 74 December 25.

Mr. Pepper, because of my problem with vision—I have low vision and the lights are very bright—I have asked a young lady who is a senior high school student, to read the prepared paper that I bring with me today. Her name is Almaz Adair.

Before I let her begin reading, I do have many, many awards for the activism in the District of Columbia, and around this country, and what I have tried to do is to divide the seniors into three groups. Each word begins with an "F."

The first group of seniors we call them the "Friskies." They are the ones who never retire. The second group is the "Frail." The third group is the "Fragile."

So you go from one level to the next. When you leave the friskie level, you go to semidependent and then from the frail, you go to the fragile, and those are our persons who are in nursing homes and other kinds of facilities.

Thank you for this opportunity and I am going to ask Almaz Adair, who testified before you 7 years ago when she was in the fifth grade on the extended family.

She is a young girl who did a study in her school to find out how many youngsters lived with grandparents and great grandparents as well as mother and father. So now she is 12th grade and quite an outstanding student at one of our academic high schools in Washington, and she is going to read my testimony because of my low vision.

Thank you so very much.

Mr. PEPPER. Thank you very much, Mrs. Thornton, for your valuable experience and your contribution to this subcommittee. We now have as the last member of this panel——

Ms. THORNTON. She has to read it, Mr. Pepper.

Mr. PEPPER. You may proceed, if you will.

Ms. ADAIR. Good morning, Chairman Pepper and distinguished members of this subcommittee. I am Juanita E. Thornton. I reside at 1433 Juniper Street, NW., Washington, DC. I was born December 12, 1912, making me over 73 years of age. I want to thank Ms. Adair, a 17-year-old, for reading my testimony today. She is a student at the Banneker High School, with a career interest in psychiatry. She was a fifth grader when she testified before you some 7 years ago. At that time you wisely impressed upon her young mind to continue to study and work hard. She has continued to maintain her honor roll status.

I am pleased to be here today to support bill H.R. 4154 which extends opportunities to America's fastest growing group. My basic philosophy is basic and simple: The greatness of our society can be realized only if we make maximum use of our human resources. H.R. 4154 is progressive and creative in its recognition of the vast wealth of hard-earned knowledge and proven expertise lodged in the ranks of senior America.

"I have served 40 years as a teacher and administrator. Since retirement in 1972, I have continued to be an active volunteer and advocate for the old and young of our great Nation.

"I chair the elderly committee of the D.C. Consumer Utility Board; a consumer member of the D.C. Medical Board and a member of the D.C. Commission for Housing Production. I was a former member of the advisory board of the Metropolitan Police Department; former chairperson of the State legislative committee of the American Association for Retired Persons [AARP]; and former member of the board of trustees and congressional liaison for Allen University of Columbia, S.C.

"I have a long history of network involvement at the State and national levels. As former chairperson of the District of Columbia Commission on Aging and lobbyist on Capitol Hill and in the District of Columbia, I effected a variety of changes in the areas of nursing homes, residential group homes, long-term care, insurance, consumer affairs and adult literacy. Again, my guiding principle has been to aid and assist the maximum realization of human potential; thus adding to the wealth of our Nation.

"Many Americans continue to have unmet needs and unfulfilled dreams. The resources of many seasoned and veteran experts are required to address such needs. I purposely seek out and invite senior level persons as speakers and consultants in volunteer projects. This proven manpower, when pulled together with young-

er persons in a mentor arrangement, makes a solid team. It is the old-fashioned teamwork concept. It works.

Senior Americans constitute the Nation's largest single voting bloc. Likewise, this bloc is unmatched in the vastness of its store of information and experiences.

I receive no compensation for my volunteer services. But that does not matter to me. I receive bigger gains in seeing solutions to the many problems impacting the elderly population. Among these problems are mandatory retirement and long-term care. I, like millions of my frisky peers, refuse to sit idly by while our frail and fragile elderly peers suffer. To do otherwise cuts against the core of our lifestyle and would be unamerican and inhumane.

Let me just say a few words about growing old. Seniors have given birth to and reared younger Americans of today. We laid a sound foundation for them. Yet these contributions and our age are no excuses for taking a vacation from the mainstream of the workforce and life of America. Nor does it mean that the frisky, frail and fragile elderly along with their vast expertise are to be warehoused. It is unamerican to pressure anyone into an inactive and dependent status. Senior America is big and is still growing and will not be denied equal access and equal protection under the law.

In closing, I would like to add that the phrase "use it or lose it" has a lot of truth in it. One really does have to stay active in order to stay alive. You have to have zest for something and to always be curious about the world around you.

Finally, I fully support Congressman Pepper's bill to eliminate mandatory retirement for persons in the private sector who are 70 and over. The current law, in my opinion, wastes untold amounts of talent and human power. It offends my sense of democracy and freedom, knowing that in this great land of ours we will ask people to leave their jobs just because they reach their 70th birthday. This is not just arbitrary—it is criminal.

Congressman Pepper and distinguished members of the subcommittee, I thank you and the other members for the opportunity to support H.R. 4154 and express my views. This bill reflects the kind of wisdom and vision of which all Americans can be proud. Thank you.

Mr. PEPPER. Ms. Thornton, we thank you very much for this excellent statement and for your great contribution to this cause in your private life.

Ms. Adair, we warmly commend you upon the excellence with which you read Ms. Thornton's statement. We are proud of your own achievements as a student, and we know that you will have a distinguished career in your own right in the years to come.

Thank you very much.

Ms. THORNTON. Mr. Pepper, may I tell you that I did get one or two awards. I was the Washingtonian of 1983 in the District of Columbia.

Mr. PEPPER. Thank you very much.

Now then, our last witness on this panel is a long-time and distinguished friend of mine, I think one of the greatest Americans of today, one of the true leaders, one of the great leaders in the cause of the elderly. He has won a Pulitzer Prize for a book. He has written more than that one in the area of aging. He is the first man I ever heard to say that Alzheimer's disease was not senility, as it was generally then supposed, but a disease, and he is now making a great contribution toward finding the cause and the cure for it.

He is the first one I ever heard who noted the medical schools of the Nation were not teaching their students about the geriatrics that they should be knowledgeable about, the peculiar symptoms and ills of the elderly. These are just a few of the outstanding feats of our next panelist who is director of geriatrics and training at Mount Sinai.

Welcome.

STATEMENT OF ROBERT BUTLER, M.D.

Dr. BUTLER. Thank you very much, Mr. Chairman, and members of the committee, and Happy Birthday, Mr. Chairman.

Our opportunity to use our abilities as we grow older is restrained by stereotypes about us, often, unfortunately, with the collaboration of at least some older persons themselves.

I would like to offer a commentary both against stereotyping and also against mandatory retirement. I would like to begin with some autobiography and end with some biography.

On the autobiographical side, I remember even today my horror at the insensitive use of the word "crock", c-r-o-c-k, in medical school, when I began medical school in 1949, this term reflected a negative attitude toward older persons and toward middle-aged women. Then, as I became interested in both the biology of aging and in older persons at the National Institutes of Health, I was continually astonished by the question, "Why are you interested in older people," as though it was a sign of some kind of pathology on my part.

In 1968, I became embroiled in a battle in my own neighborhood in Washington, DC, over public housing for older people. Some of my neighbors, unfortunately, opposed the utilization of such housing by older people. At that time I introduced the term and concept "ageism" to apply to the negative stereotyping, even the abuse, of older people.

In 1975, I wrote my book, "Why Survive? Being Old in America," as an effort to describe the great neglect in our society of older people by its institutions such as medical schools, nursing home scandals, the right-to-work issue, but also to offer solutions.

In 1975, when I was entrusted with the great opportunity of being the first and founding director of the National Institute on Aging, I was determined to help the public and the scientific community understand, that what had been thought of as inevitable; namely senility, was, in fact, a series of diseases, Alzheimer's disease, and that the vascular disease, multi-infarct disease, and that these are, in fact, open to scientific scrutiny and ultimate solution.

I was determined as well that our 127 medical schools begin to systematically teach about aging and the various diseases of aging.

In fact, we should all be delighted at what has happened in this remarkable century. We have a longevity revolution on our hands, a gain of a quarter of a century, 25 years of life expectancy, in less than a century, nearly equal to what had been attained in the preceding 5,000 years of human history, from 3000 B.C., the bronze age, to the year 1900.

The longevity revolution resulted in part from the contributions of people like Dr. Albert Sabin, the contributions that have led to the eradication of infectious diseases, more accurately, near eradication, and happily recently the reduction of some of the chronic diseases with a 40 percent drop in deaths from heart disease and stroke.

Yet despite this unprecedented, mass production of old age, this remarkable unfolding of a vigorous and health life expectancy, I find three concerns in every nation that I have had occasion to visit, regardless of the socioeconomic system, the political system or

the culture: Japan, the People's Republic of China, Soviet Union, Romania, Sweden, France et cetera. These three concerns are: Can our society bear the costs associated with health and income maintenance in the later years; will we see a stagnation of the productivity and vigor of our societies; and will there be the development of innergenerational conflicts?

I believe none of those are justified and are based not only on misinformation, but an underlying ageism a fear and distaste for age. I don't mean that these aren't serious concerns to be dealt with, but I believe they can be dealt with, and that we must act now in this country as the largest generation in U.S. history, the baby boomers, begin to move forward in time, and long before they reach Golden Pond in the year 2020.

This requires use of our social imagination and I would like to mention a few strategies that can help overcome these stereotypes.

One is the media strategy of which you have contributed enormously, Senator Pepper, in helping alert the TV, radio and print media of this extraordinarily important topic.

Second, I would call science strategy, the continuing effort to reduce the debility associated with Alzheimer's disease because much of our imagery and negativism toward age is associated with disorientation, memory loss, confusion. We must also realize that we are at the threshold of being able to intervene directly in the biology of aging and to understand, for example, the dramatic difference in life expectancy between the sexes, which is adverse to both men and women, because so often it leaves women impoverished, alone, and vulnerable to crime.

You have been associated with 11 of the 12 National Institutes of Health and their sponsorship. You only missed out on one because you didn't happen to be in Congress at that particular time.

It is time now for us to expand support of aging. The National Institute on Aging, for example, should be receiving funding in the range of half a billion dollars a year if we are going to really move toward the conquest of the many debilities and problems that adversely affect productive, vigorous, late life.

Which brings me to the third strategy, the productive age strategy, based on the great civil right to work. And you, Claude Pepper, with the Age Discrimination in Employment Act, have done so much to help all of us in society to better understand the devastating impact of requiring people to step down, and you have, this week, the prospect of bringing to an end mandatory retirement.

This spring, in April 1987, there will be held here in Congress a symposium on productive aging, which will focus upon the United States and Japan, two countries that have moved toward the elevation of the retirement age. Most of Western Europe has taken a very different approach.

Japan is the fastest aging country in the world and presently enjoys the longest life expectancy. They, too, are beginning to be concerned about ways of mobilizing the continuing productive abilities of older people. There are in our country important corporations such as the Travelers Life Insurance Co. that have taken steps in developing the means for facilitating the continuing contributions of older Americans.

A fourth strategy is education, not only of the public, but of the professions and of medicine itself.

Here I have to express again my distress that Medicare, which last year provided $2 billion—that is a "b"—$2 billion in support of graduate medical education, did not provide any support for the development of geriatrics, which would do so much to maintain and promote the health of a vigorous and productive older society.

Fifth is a health promotion and disease prevention strategy. Certainly Mr. Freeman demonstrates that beautifully. This is the responsibility each of us has for our own health. This is important for us and it is also important for society and the costs that will accrue to society if we allow ourselves, through our own self-induced deterioration, to have to call upon the medical and health system.

Sixth, an inner-generational strategy, the realization that there is a unity of the life cycle, that today's older persons were yesterday's children and today's children are tomorrow's older persons.

We must begin to move toward universal programs of support. I am of a mind that it is time now for universal health insurance and a universal pension insurance.

Even U.S. companies are affected by the cost of the fringe benefits, by the global competition. It is time, I think, for us to realize that we have 40 million Americans who do not have access to health care.

Certainly, the provision of a decent and vigorous and health stereotype-free old age requires of us decent social insurance both with regard to income maintenance and health.

We must be particularly concerned about the importance of protecting women and minorities because, in particular, they are often left affected by the failures of our social policies.

I said I would begin with some autobiographical. I would like to end with some biography.

There is the model strategy, the leadership strategy, of which Admiral Hopper speaks. Because in this room, and to my right, and with you, Senator, we have the great pioneers of this new age of aging, people who demonstrate to us as paradigms, as models, of the kinds of life we can have, lives of vigor and lives of continuing contribution.

I, for one, would love to see annual Claude Pepper awards for the great pioneers in aging in our society.

Thank you very much.

[See appendix, p. 59 for additional material submitted by Dr. Butler.]

Mr. PEPPER. Thank you very much, Dr. Butler, for your magnificent statement. I want to thank in the warmest way every member of this distinguished panel for the splendid contribution you have made to this critical subject in your testimony here today.

I am greatly, greatly indebted to you all for coming and warm in my gratitude to you for the contributions that you have made. I regret to say that I am going to have to go to preside over the Rules Committee which is considering today a composite drug bill, the most comprehensive drug bill, dealing with the coming in of drugs to this country and the use of drugs in our country, that the Congress has ever considered.

The Congress and the President are combining their effort to try to devise some effective approach to this critical subject that is so harmful to our country.

So I want to apologize to the succeeding panel, Mr. Donald DeWard, Mr. Jack Ossofsky, and Mr. Alec Olson and to thank them for their great kindness in coming here today.

Admiral Hopper, do you have—will you excuse me? I am late, but Ms. Mary Rose Oakar, a distinguished member of this committee for a long, long time, one of the leaders in this matter, in this crusade in the country today, will preside.

If you will excuse me, I am grateful to you, Admiral, and she will be pleased to hear you. Of course, your remarks will be incorporated in the record.

I am very, very grateful to you all.

Ms. OAKAR. Mr. Chairman, before you leave, I would like to just say to you personally I was on the committee when we passed the mandatory retirement law some years ago and I remember you and your lovely wife, Mildred, were at the White House for the ceremony and you have been such a champion.

I apologize. I had to go to a White House meeting on the drug problem that we are having in our country, but I just wanted to wish you the warmest, happiest birthday. You are proof positive that we should not restrict people from engaging in activities after a certain age.

I think you are a real champion and hero to so many people and want to just wish you happy, happy birthday, many more years, Senator.

Mr. PEPPER. Thank you very much. Thank you all, again, for your wonderful contribution.

Ms. OAKAR. Admiral, you had a comment you wanted to make. Did you want to make that comment, Admiral Hopper?

Admiral HOPPER. If I may, I would like to.

Ms. OAKAR. Yes, ma'am.

Admiral HOPPER. I left out the fact when I spoke earlier, the first time I was told when I was too old for something was in 1946. At the end of World War II, all the Waves had been reservists. They then gave us permission to transfer to regular Navy which I applied for and I was turned down because I was too old.

I was 40. So being too old just doesn't mean 80. I may mean 40. We sometimes forget that it goes all the way along. I think we also sometimes forget that there are companies in this country who have no age limits.

I was returned to the Naval Reserve retired list on August 31, 2400. On September 2, I started full time work at Digital Equipment Corp. There is a future. You can find it and you can do it and there are companies who do accept people who are of proven worth and willing to work.

I think we sometimes forget that and we should compliment those companies who do hire the so-called aged.

Ms. OAKAR. Well, that is very, very true.

Thank you very much for your comments.

We are all very proud of the work that you have done in the past as well.

We are fortunate to have another panel. We are delighted to have all of you. It is always good to see you.

Jack, why don't you begin.

PANEL TWO—CONSISTING OF JACK OSSOFSKY, PRESIDENT, THE NATIONAL COUNCIL ON THE AGING, WASHINGTON, DC; DAVID S. LIEBERMAN, EXECUTIVE DIRECTOR, CHILD WELFARE LEAGUE OF AMERICA, AND COCHAIR, GENERATIONS UNITED, WASHINGTON, DC; DONALD K. DE WARD, DIRECTOR OF EMPLOYMENT, THE TRAVELERS CO., ACCOMPANIED BY EVELYN SMITH, CODIRECTOR OF RETIREE JOB BANK; AND ALEC OLSON, ADMINISTRATOR, GREEN THUMB, INC.

STATEMENT OF JACK OSSOFSKY

Mr. OSSOFSKY. Thank you very much, Madam Chair. It is a pleasure to be here to appear before the committee once again. I am here on behalf of the National Council on the Aging as well as one of the two conveners of Generations United to affirm our unqualified support for the passage of H.R. 4154, the Age Discrimination in Employment Act Amendments of 1986 as reported by the House Committee on Education and Labor.

Simply put, we urge the Members of the House to pass H.R. 4154 without amendments and to do it at this session.

In previous opportunities to appear before this committee I have testified on the demographic and social imperatives that cry out for us to end mandatory retirement and to return the option to work to older workers and to end once and for all the libel that age is in some fashion a determinant of functional capacity.

Nothing could be further from the truth. The only thing you really know about somebody, as we have just demonstrated earlier today, when you know their age, is how many candles to buy for their cake.

You don't know their functional capacity. Indeed, NCOA in previous years has testified before this committee about a variety of its demonstrations proving there are objective criteria to determine capacity to do specific jobs.

The bill before us today, Madam Chair, would achieve the purpose set forth by many of us in this field and largely completes the process of adding the opportunity to work, to earn, and to create through labor throughout our lives to the list of basic civil rights guaranteed by the Constitution.

We trust that that process will be completed this session by this Congress when this bill is signed into law. It will be a further tribute to Americans like Senator Pepper, and like the members of this committee, those remarkable individuals we have just heard from, who demonstrate every day of their lives that ability is indeed ageless.

I am delighted, too, that the committee has invited my colleague, David Liederman, executive director of the Child Welfare League of America, to testify here today. As you may know, the Child Welfare League and NCOA are the coconvenors of a new and exciting national commitment to intergenerational cooperation in public policy, programs, and public information. That new national commitment is called Generations United, and you will be hearing

from us increasingly on issues that affect Americans—not just as older or younger Americans, but across the generations. David Liederman will bring a strong voice to the call here today for full civil rights for Americans guaranteeing the opportunity to continue to contribute to their families, their communities and their own well-being through work.

Madam Chair, passage of H.R. 4154 will complete the first critical stage in the fight for full employment rights for mature Americans. But the end of mandatory retirement will bring into sharper focus tasks that still face us if we want to really enhance opportunities for work at later stages of life.

This will be significant, but will be a reminder of other things we have yet to do. The workplace has too often been the location of declining options for older workers. But I think that we can do something about it. For instance, let's do something about introducing real options for pension portability. Federal and State workers usually have such portability as they move from public job to public job. College professors usually have pension portability from campus to campus. But the great majority of mature workers are stuck in rigid pension systems which prevent full or partial transfer of pension credits when circumstances of obsolete skills, disabilities, trade dislocations or plant closings or moves force such workers from one job to another. There are, as you well know, problems in the area of protecting pensions of older workers, as well.

We also have to look at our publicly supported vocational training and employment systems such as the Job Training Partnership Act and the Vocational Education Act and demand that they be restructured to serve the training, skill renewal and educational needs of our mature work force. Today, they do a poor job of serving those needs, and for many, the inability to secure training and employment assistance is as effective as mandatory retirement in denying older persons the right to continue to work.

Lastly, we also have to remember that today's young people, today's children are tomorrow's older workers. Quality education and training should be seen as rights of citizenship at all of life's stages. We, at NCOA, know that older persons can be counted on to support excellence in education for America's youth because we know that all of us will sink or sail in the same economic boat, and that the job problems of the young are the family, community, and economic problems of the older persons tomorrow.

Sitting on the steps of today's ghetto are the older poor of tomorrow if we don't do something about it today.

So I hope that we can get on with rapid passage of H.R. 4154 and bury mandatory retirement in the grave as it so justly deserves. And then, let us get on with rebuilding the American economy and our world trade position. Let us end the scandal of gender and racial discrimination on the job and in our educational systems and the continued denial of employment rights to the disabled. Let us recast our pension systems and job markets to accommodate the needs of our changing and aging work force and to respond to technological change.

In short, Madam Chair, we believe that the passage of H.R. 4154 and the continued seeding of the American workplace with the energies and skills of older people are key policy actions required to

ensure that America can continue to compete in the 21st century. The passage of the 1986 amendments to the Age Discrimination in Employment Act will help show that abilities don't have birth certificates. Rather, the abilities of our older workers are certificates of investment deposit in the future of our economy.

Thank you.

Ms. OAKAR. Thank you very much as usual for a tremendous statement. I am struck by your coalition, as Mr. Liederman is also going to testify to, of young and middle aged and elderly. It is so important that we not pitch this as just a generational issue. It transcends generations and your reference to pensions and other areas are extremely important.

Thank you again, Jack.

We will be happy to have your statement, Mr. Liederman, as well.

STATEMENT OF DAVID S. LIEDERMAN

Mr. LIEDERMAN. Thank you, Madam Chairperson. I am very happy to be here. I am David Liederman, executive director of the Child Welfare League of America and cochair of Generations United, which is a newly formed coalition, of nearly 60 national organizations dedicated to promoting increased cooperation and understanding between the generations and combating negative and erroneous intergenerational competition.

I find the discussion this morning interesting because, as you know, Madam Chairperson, I think young people are discriminated against as well.

Ms. OAKAR. Absolutely.

Mr. LIEDERMAN. We have a very high unemployment rate among our youth in this country, particularly minority youth. We have got a job to do and this is the kind of thing that Jack and I and the heads of the 60 other national organizations are really going to get together on to see if we can make some wrongs right in this country.

So we are pleased to testify before you. The Child Welfare League of America is devoted to improving services for deprived, neglected and abused children. We have 425 member agencies in the United States and Canada and about 1,200 agencies that are affiliated through their State associations.

I wanted to comment, too, that this morning we heard from some very distinguished Americans, citizens who have had great achievements, but I wanted to remind you and others that we ought not to forget the low income older Americans who work at minimum wage in their communities through the Senior Community Service Employment Program of the Older Americans Act.

Thousands of older Americans are working with children in need. They are institutionalized kids, they are hospitalized children, they are retarded, they are physically challenged or emotionally disturbed and these older Americans work with children for a low wage when they could receive nearly the equivalent amount in public benefits if they didn't work, but they choose to work because they want to assist children in need.

Sometimes we tend to talk down to people as though they are not as smart as they are. Folks in this country have shown that they know ability is ageless.

First of all, we have a President who is over 70. If we imposed mandatory retirement on the House of Representatives we would no longer have the chairman of the Committee on Appropriations, the chairperson of Education and Labor, Foreign Affairs, House Administration, Judiciary, Merchant Marine and Fisheries, Rules, and the Select Committee on Aging.

Maybe some other folks in the Congress would be happy if that happened, but——

Ms. OAKAR. We wouldn't have Speaker Tip O'Neill.

Mr. LIEDERMAN. Who was rooting home the Red Sox last night in Baltimore. Being from Boston, I had to get a little plug in there for us.

Anyway, I just wanted to finish by commending you for your work in the Congress, Madam Chairperson. I know of your work and we appreciate your efforts. I hope that this bill passes.

Thanks very much.

[The prepared statement of Mr. Liederman follows:]

PREPARED STATEMENT OF DAVID S. LIEDERMAN, EXECUTIVE DIRECTOR, CHILD WELFARE LEAGUE OF AMERICA, AND CO-CHAIR, GENERATIONS UNITED

Mr. Chairman and Members of the Subcommittee, my name is David Liederman and I am pleased to appear before you this morning, both as Executive Director of the Child Welfare League of America (CWLA) and Co-chair of Generations United, a newly formed coalition dedicated to promoting increased cooperation and understanding between the generations and combating negative and erroneous intergenerational competition. We are pleased to be co-chairs in this endeavor with the National Council on Aging.

The Child Welfare League is the only privately supported organization in North America solely devoted to improving services for deprived, neglected, and abused children. We are an association of some 400 leading child welfare agencies in the United States and Canada, with an additional 1200 affiliates in 27 state associations.

In forming Generations United, which now consist of more than 30 national organizations, one of the primary purposes was to unite public policy efforts at national, state, and local levels which address human needs across all generations. Certainly ending the governmental recognition of age stereotypes with regard to employment, which mark one generation or another, is a good place to start. The requirement for a mandatory retirement age of 70 is an example of benign yet officially sanctioned sterotyping on which I would like to focus briefly this morning.

The lives of many mature adults, such as those who are appearing before you today, provide more than ample evidence that "ability is ageless." While we continue to focus on well-known, celebrated mature Americans who have contributed so much to our national life, let us not forget some of our unsung mature heroes as well -- especially those who serve children. Let's not forget those low-income older Americans who work at minimum age in their communities through the Community Services Employment Program for Older Americans. Thousands work with children in need -- those who are institutionalized and hospitalized, those who are retarded, those who are physically challenged, or emotionally troubled. These older Americans work with children for a low wage when they could receive nearly equivalent public benefits by not working. These mature

Americans, who are generally unknown, provide an important model for all American children and youth.

When it comes to ability, let's also not forget Foster Grandparents who show a unique ability to nuture children who are hungry and sadly sometimes starved for attention and affection. Whether in the workplace or in human services, the ability to contribute does not end simply because the date on a driver's license or birth certificate suddenly reads "70 years of age."

The American people know ability is ageless. Look who they elect for leadership. The President, of course, has become a well-known example of an able older worker. But look who we would lose if a mandatory retirement age of 70 was immediately enforce upon the House of Representatives. The chairmen of the Committees on Appropriations, Education and Labor, Foreign Affairs, House Administration, Judiciary, Merchant Marines and Fisheries, Rules, and the Select Committee on Aging would all have to be cast aside before the beginning of the next Congress. Of course American voters would not allow that. They value the leadership of these mature workers. But because of mandatory retirement requirements, we are doing the same thing in the private sector at the State and local level -- casting aside ability and leadership.

At the Child Welfare League, we believe that all individuals should be assured a secure retirement, but we do not believe retirement should be mandatorily based on age. Rather let choice and ability be the deciding factors. In the first place, that's the kind of society we should not only wish for but provide for our children. A society that recognizes the worth of the individual person does not preclude employment because of race, sex, or age stereotypes.

Ending mandatory retirement requirements is good for national productivity and the national economy -- and that's good for children too. Workers who are willing and able to work past age 70 will produce more. Numerous studies have shown that older workers are good workers. These workers will also be more independent personally and less dependent on public programs. The social security program would be strengthened by longer periods of contribution and better benefits for workers who choose to work longer.

Mr. Chairman, as you are well aware, the area of employment is one where intergenerational competition most often comes up. Let me be very clear. CWLA does not see the end of mandatory retirement requirements as a threat to youth employment. A congressional study conducted earlier this year estimated that only some 200,000 workers would likely choose to continue beyond age 70. That is only a fraction of a percent of the national labor force. Moreover, the jobs older adults would wish to continue would not likely be those which youth will be seeking. For this reason, CWLA supports passage of H.R. 4154, the 1986 Amendments to the Age Discrimination In Employment Act.

Young workers and mature workers have much in common in the area of employment. Like youth, mature workers need opportunity. Ending discrimination based on age helps those of all ages. Like youth, mature workers may need training from time to time to maximize their productivity. Finally, like youth, mature adults need jobs. Ultimately, we must create an environment where all those who wish to work and are able to work have an opportunity to do so. Recognizing that ability is ageless is a first important step in that direction.

Ms. OAKAR. Thank you very much. I think it is so important we hear from groups like yourselves concerning this kind of a bill because I see whenever we try to do something with respect to pension reform or Social Security, people who would not be for that try to pit the young against the old and so on. You are absolutely right in saying that there are critical needs of all ages and that this is an all American issue that transcends ages and we are sensitive to the problems that youth have as well.

That is for sure. It is a great tragedy that we can't have full employment for all the people who need it and for our elderly poor. I just wanted to make one other quick point.

Both of you mentioned the elderly poor. All these reports that are coming out, you know, about how well off everybody is, is just, in my judgment, very, very superficial, because the poverty level I think is about $4,200 a year. So if your income is $5,000, then you are no longer listed as elderly poor.

I just think that is why we continue to see so many assaults on different things. I am delighted to have your testimony.

Mr. LIEDERMAN. I defy anybody to find an apartment in New York City that is habitable for less than $700 a month. So I don't know what $5,000 a year does for anybody in our urban areas in this country.

Ms. OAKAR. Thank you very much.

Our next witness is Mr. De Ward and we are delighted to have you here representing Travelers Insurance. Everybody knows about Travelers Insurance, so we are happy you are here.

STATEMENT OF DONALD K. DE WARD

Mr. DE WARD. Thank you, Madam Chairperson, for those kind words. Before the proceedings started this morning, Congressman Wyden said we might have about 30 seconds before our presentation to present the chairman with a gift on the occasion of his birthday.

We are sorry that he left, but we would like to proceed and ask if his staff might deliver it to him on our behalf.

Ms. OAKAR. I am sure they will be delighted, and I am sure the chairman will be very, very happy to know that you remembered him.

I dare not ask you what is in it; right? I won't tell him.

Mr. DE WARD. We are sure it never rains on Chairman Pepper's parade, but in the unlikely event that it ever does, we would like to present him with this umbrella, of course, which is our corporate symbol. Travelers is a company that shares his views, your views, and the views of the other members of the committee on aging issues and we just wanted to give this to him on the occasion of his 86th birthday.

Ms. OAKAR. I am sure he will use it in good health.

Mr. DE WARD. Thank you for the opportunity.

Madam Chairperson, and members of the House Select Committee on Aging, the Subcommittee on Health and Long-term Care, I am Donald K. De Ward, director of employment for the Travelers Companies. With me today is Evelyn Smith, codirector of our retiree job bank. The Travelers sincerely appreciates the opportunity to

be here at this hearing to clearly demonstrate that ability is ageless.

At the Travelers, we have taken a multifaceted approach to the aging of America. Beginning in 1979, the Travelers created its Older Americans Program. This innovative program was intended to focus the corporation's resources and leadership, and to address a major social and economic phenomenon in a way that made good, sound business sense.

Under the umbrella—excuse the pun—of the Older Americans Program, we have concentrated our efforts on two major areas. First, economic security for older people, primarily through extended employment, and second, improved health care for the elderly, health care that encourages independence and a good quality of life in later years. Over the last 5 years the Travelers has contributed more than $2 million to support a variety of aging related programs. In my written statement I have detailed many of these activities, both within and outside the company.

During the time allotted to us this morning I will direct my remarks to the Travelers' very positive experience of employing older workers. As many of you already know, in 1980 the Travelers eliminated mandatory retirement in all of its offices across this country. We also amended our pension program to allow retirees to work up to 960 hours a year at the company, approximately half-time, without any loss of pension and health care benefits.

These actions were carried out with the support of our chief executive officer. We believe that the commitment of top level officials sends a clear message to retirees and employees that older workers are a valuable asset to the company.

Building on corporate management's recognition that older workers are an essential company resource, the Travelers conducted a survey of our older workers and retirees. We discovered that the vast majority were interested in working after retirement.

They indicated that they wanted to work part time, flexible hours at the company. Based on these results, in 1981 the Travelers created its retiree job bank. Through this much publicized program, retirees are placed in part-time and temporary positions within the company.

Six hundred retirees are currently registered with the bank. They range in age from the late fifties to early eighties. Each week approximately 175 retirees work in departments across the company in such varied positions as clerk, secretary, underwriter, claims adjuster, engineer, computer software analyst, special events coordinator, and on and on and on.

As one example, in our home office in Hartford we operate an office of consumer information. This is a unit that handles customer inquiries and complaints. Currently a pool of 16 retirees share 4 full-time positions. Last year these retirees handled almost 50,000 inquiries.

Two retirees, ages 69 and 77, share a full-time job and coordinate all the temporary needs of the Travelers home office, including the management of the retiree job bank. Evelyn Smith is one of these coordinators and in a few minutes she will describe her impressions of the job bank.

Hiring retirees is cost effective for Travelers. If a retiree is not available for a particular job, we hire workers through temporary agencies. Retirees are paid at the midpoint of the grade of the job in which they work. By hiring retirees directly, we avoid costly use of outside temporary help.

While it is somewhat difficult to quantify cost savings due to retiree's experience, knowledge, and reliability and productivity, we know that a great deal of time is saved because retirees are accustomed to working in the corporate world, and they are familiar with our company and the work to be done.

Our retiree job bank has been an unqualified success. In fact, by 1985, the Travelers supervisers were requesting double the number of retirees. Because the demand to staff the bank was increasing, Travelers decided to reach out to retirees of other companies.

We planned the first unretirement party to be held in this country to recruit new job bank staff. Our thought was that if you have a party when you retire, it is only fitting to have a party when you unretire.

The result, 300 retirees pinned on our buttons, "I want to be unretired," and they did just that. They unretired that day.

We would also like to present Chairman Pepper with one of these buttons and ask that he wear it proudly and we will see that staff receives it.

Ms. OAKAR. What does the button say?

Mr. DE WARD. It says "I want to be unretired".

Ms. OAKAR. Great. Of course, Senator Pepper isn't retired, but we should give him one of those buttons so that he can——

Mr. DE WARD. We will see he receives one. We at the Travelers have been surprised but pleased by the nationwide attention received by our Older Americans Program.

I cannot think of another program that has brought Travelers such enormous and positive public recognition. In the 27-plus years that I have been associated with the Travelers, I have never been associated with a program that represents all pluses and no negatives, clearly a "win-win" situation.

And those don't come very frequently. Most companies contact us requesting information about our program. Certainly the Travelers Older American's Program makes sound business sense.

It is difficult for us to understand why more companies do not take advantage of these benefits and opportunities that we enjoy by hiring older workers.

I appreciate the opportunity to present this testimony and, now, Madam Chairperson, here is one of our retirees and my coworker, Evelyn Smith.

[The prepared statement of Mr. De Ward follows:]

PREPARED STATEMENT OF DONALD K. DeWARD, DIRECTOR OF EMPLOYMENT, THE TRAVELERS COMPANIES

Good morning, Mr. Chairman and Members of the House Select Committee on Aging Subcommittee on Health & Long-Term Care. I am Donald K. DeWard, Director of Employment for The Travelers Companies. With me today is Evelyn Smith, Co-Director of our Retiree Job Bank. The Travelers appreciates the opportunity to be here at your hearing to help shatter age stereotypes. I will direct my remarks this morning to our company's very positive experience of employing older workers.

At The Travelers, we have taken a multi-faceted approach to the aging of America. Beginning in 1979, The Travelers created its "Older Americans Program." This innovative program was intended to focus the corporation's resources and leadership and to address a major social and economic phenomenon in a way that made good business sense.

Under the umbrella of The Older Americans Program, we target our philanthropic grants and our inkind services to the community; articulate positions on public policy; design programs for employees and retirees; and look at products and services that might be developed and marketed to the older consumer. We concentrate our efforts on two major areas:

1. Economic security for older people (primarily through extended employment); and
2. Improved health care for the elderly -- health care that encourages independence and a good quality of life in the later years.

Over the last five years, we have contributed more than $2 million to support a variety of aging-related programs. Examples of The Travelers efforts in the community include:

1. The National Council on the Aging/Travelers Geriatric Fellowship Program for Undergraduate Medical Students - Sixty-one fellowships have been awarded to students in medical schools across the country. By interesting students in geriatrics early-on in their careers, we hope to address the nation's critical lack of physicians trained to care for older people.

2. The Travelers Center on Aging at the University of Connecticut - The Travelers endowed a chair in geriatrics and gerontology and helped to establish a multi-disciplinary Center on

4. National Symposium on Managing an Aging Workforce - The Travelers has sponsored two symposiums for top-level human resource managers of major corporations. The purpose was to examine the effects of our aging society, and particularly the effects on corporate America.

In addition to its corporate social responsibilities in the community, The Travelers has also recognized its responsibility as an employer. I am proud to report on the following examples of these activities and programs:

1. Mandatory retirement - In 1980, The Travelers eliminated mandatory retirement in all its offices across the country.

2. Pre-Retirement training program - Over 2,000 employees have participated in our pre-retirement training program. This eight week, 2 1/2 hour session course is offered to Travelers employees in the home and field offices. It covers a wide range of topics from income security planning to use of leisure time and staying healthy.

3. Eldercare initiatives - The Travelers surveyed employees 30 years and older. We learned that one in five is caring for an older person and that our employees are having difficulty locating information about available eldercare and community services. To assist our workers, we developed programs for employees and retirees, including:

- A "Caregiving Information Fair" staffed by experts from community agencies;
- Lunchtime caregiver support groups and educational seminars; and
- Caregiving videotape programs.

4. Retiree Job Bank - But of special interest to your Subcommittee today is The Travelers Retiree Job Bank. We conducted a survey of our older employees and retirees and discovered that the vast majority were interested in working after retirement. They indicated that they wanted to work part-time, flexible hours at The Travelers. Based on these survey results, The Travelers created the Retiree Job Bank. Through this program, retirees are placed in part-time and temporary positions within the company.

Six hundred retirees are currently registered with the Bank. They range in age from the late fifties to early eighties. Each week, about 175 retirees work in departments across the company--in clerical, secretarial, and executive secretarial positions, as well as other professional jobs.

In the home office in Hartford, we operate an office of consumer information. This is a unit that handles customer inquiries and complaints. Those who handle the inquiries must have a thorough knowledge of the company, its organization, products, and services. Staff must also be skilled in personal relations and demonstrate good judgement. After some experimentation, we discovered that hiring retirees on a part-time basis was our best alternative for this consumer information unit. Currently, a pool of sixteen retirees share four full-time positions. Last year these retirees handled almost 50,000 inquiries.

The Travelers also hires retirees to consult with employees about computer equipment and software for use in their work. One retiree consults on special projects in our Personnel-Administration Department, another retiree writes job descriptions for various departments, and one uses his industrial engineering experience in our Building Operations Department.

Two retirees, ages 69 and 77, share a full-time job and coordinate all the temporary employment needs of The Travelers home office, including the management of the Retiree Job Bank.

As with many corporations, The Travelers is moving rapidly toward the use of computers by staff at every level. Since many retirees did not use computers before retiring, we recently began training courses to teach retirees to use computerized word processing equipment. We now have a small cadre of fifteen retirees employed in word processing jobs. Since these skills are important to our business, we will continue efforts to build the number of retirees trained on word processing equipment.

Hiring retirees is cost-effective for The Travelers. If a retiree is not available for a particular job, we hire workers through temporary employment agencies. Retirees are paid at the midpoint of the grade of the job in which they work. By hiring retirees directly, we avoid costly use of temporary agencies.

It is more difficult to measure cost savings due to retirees' experience, knowledge, reliability, and productivity. We know, however, that a great deal of time is saved because retirees are accustomed to working in the corporate world, and they are familiar with our company and the work at hand.

Our Retiree Job Bank has been an unqualified success. In fact, by 1985 The Travelers supervisors were requesting double the number of available retirees. Because the demand for people to staff the Bank was increasing, the decision was made to open it to non-Travelers retirees. We planned an "Un-Retirement Party" to recruit new Job Bank staff. Ads were placed around the state urging retirees from any company to attend our party. Travelers had no idea how many people would come--but seven hundred came out on a snowy Saturday last November.

The result? Three hundred retirees "un-retired" that day. These retirees had not come just to visit the information booths--they wanted to fill out employment applications and be interviewed immediately.

Based on The Travelers experience with its Older Americans Program and the Retiree Job Bank, I would like to dispel some myths about the employment of older Americans:

1. Myth #1 - Older people are not interested in working. This has NOT been The Travelers experience. More than 400 full-time Travelers employees are age 65 or older. The oldest is 80. And our recent "Unretirement Party" attracted hundreds of retirees outside of Travelers, all eager for part-time employment.

2. Myth #2 - Older workers aren't flexible -- they resist change. This also has not been Travelers experience. Most retirees at Travelers work in temporary positions. They move from job to job, from one building to another building, from supervisor to supervisor. To the best of my knowledge, we have not experienced any problems with inflexibility on the part of our retirees. In fact, we still cannot meet supervisors demands for retirees.

3. Myth #3 - Older workers aren't as productive -- absenteeism is a problem. Again, this has not been The Travelers experience.

I would like to read to you an excerpt from a recent letter written by a Travelers supervisor:

> "This is the final day of our...project....The contribution to this effort by retirees has been outstanding....These retirees have been a devoted group, even coming to work on some terribly cold and blustery days when some of our regular employees found it difficult to come in. The quality of the work has been excellent with attention to the details for successfully handling this project.... Without [the retirees] we could not have...completed this effort on time."

4. Myth #4 - Older workers can't learn new technologies. Travelers has definitely not found this to be true. As indicated above, our retirees are mastering computerized word processing equipment.

5. Myth #5 - Hiring older workers will create conflict between younger and older members of the workforce. I must admit that The Travelers did not know what to expect when the first retirees were hired. However, I am delighted to report that we have not seen any tensions between the generations.

Indeed, the Older Americans Program has become part of the "culture" at Travelers. Many employees are proud of Travelers interest in aging. I have personally observed employees making special efforts to introduce themselves to retirees and help them feel at ease in a new department. Some employees tell me they plan to register with the Job Bank when they retire. Retirees who return to work generally have strong work ethics. They are reliable and productive. We believe retirees are positive role models for The Travelers younger employees.

Older Americans who want to work do face some barriers to employment. Both public and private retirement policies encourage early and complete retirement. Encouraging early retirement only strengthens the myths about older workers, and further, corporate

policies may actually discourage employment after retirement.

With support from our Chief Executive Officer, The Travelers eliminated mandatory retirement. We amended our pension plan to allow retirees to work up to 960 hours a year at the company without loss of pension and health care benefits. These kinds of changes can be made by corporations. The commitment of top-level officials sends a message to retirees and employees that older workers are valuable to the company.

Hiring retirees has benefitted The Travelers in many ways. Retirees are an important labor resource. Their experience, productivity, and reliability are welcomed by supervisors and employees. Retirees help us meet critical business needs during peak work load periods, on special projects, and during vacations and illnesses of regular employees. Hiring retirees is cost-effective.

Our retirees report that they enjoy the opportunity to earn extra income. By joining the Job Bank, retirees generally earn more than they could working with a temporary employment agency. We have heard that retirees like the flexibility of temporary and part-time hours, that it is important to them to be part of the workforce, that full-time retirement can be boring, and that working helps to keep them feeling healthy.

We at The Travelers have been surprised but pleased by the nationwide attention received by our Older Americans Program. I cannot think of another program that has brought Travelers such enormous and positive public recognition. Many companies contact us requesting information about it. Certainly, The Travelers Older Americans Program makes good business sense. It is difficult for us to understand why more companies do not take advantages of the benefits and opportunities The Travelers enjoys by hiring older workers.

Thank you.

STATEMENT OF EVELYN SMITH

Ms. SMITH. Madam Chairperson and members of the subcommittee, I am Evelyn Smith. I am codirector of the retiree job bank and consider myself fortunate to be a part of a true job share position. I retired from the personnel department after 42 years of service.

Two years later Don De Ward called and asked me to return to Travelers and help coordinate the newly established retiree job bank. Based on the Travelers' experience with Older Americans Program, and the retirees job bank, I would like to dispel some myths about the employment of older Americans and tell you a little about my personal experience as a Travelers' retiree now coordinating the program.

Myth 1, older people are not interested in working. This has not been the Travelers' experience. More than 400 full-time Travelers employees are age 65 or older. The oldest is 80. And our recent "unretirement party" attracted hundreds of retirees outside of Travelers, all eager for part-time employment.

Myth 2, older workers aren't flexible, they resist change. This also has not been Travelers' experience. Most retirees at Travelers work in temporary positions. They move from job to job, from one building to another building, from superviser to supervisers. To the best of my knowledge, we have not experienced any problems with inflexibility on the part of our retirees. In fact, we still cannot meet supervisers demands for retirees.

Myth 3, older workers aren't as productive, absenteeism is a problem. Again, this has not been the Travelers' experience.

I would like to read to you an excerpt from a recent letter written by a Travelers superviser:

> This is the final day of our * * * project. * * * The contribution to this effort by retirees has been outstanding * * *. These retirees have been a devoted group, even coming to work on some terribly cold and blustery days when some of our regular employees found it difficult to come in. The quality of the work has been excellent with attention to the details for successfully handling this project. * * * Without the retirees we could not have * * * completed this effort on time.

Myth 4, older workers can't learn new technologies. Travelers has definitely not found this to be true.

I must tell you Madam Chairperson, I can tell you again that I am learning to use the IBM personal computer right now and expect to master it within the week.

Myth 5, hiring older workers will create conflict between younger and older members of the work force. I must admit that the Travelers did not know what to expect when the first retirees were hired. However, I am delighted to report that we have not seen any tensions between the generations.

Indeed, the Older Americans Program has become part of the culture at Travelers. Many employees are proud of Travelers interest in aging. I have, personally, observed employees making special efforts to introduce themselves to retirees and help them feel at ease in a new department.

Some employees tell me they plan to register with the job bank when they retire. Retirees who return to work generally have strong work ethics. They are reliable and productive. We believe retirees are positive role models for the Travelers younger employees.

If you wish to dispel these myths, Travelers has prepared a video tape which is available upon request. Madam Chairperson, we are available to answer any questions you may have.

Thank you.

Ms. CRAVEDI. Thank you very much. I am sure Ms. Oakar, who will be returning in a few minutes, will have some questions for you.

We will move to Alec Olson, administrator of Green Thumb, the largest single employer of persons over the age of 70. We are pleased to have you with us and look forward to your testimony.

STATEMENT OF ALEC OLSON

Mr. OLSON. I appreciate the invitation to share with you the benefits of encouraging job opportunities for older Americans. It is especially appropriate for you to review the results of a program specifically designed and funded by Congress to provide job opportunities for older Americans.

Green Thumb, a not-for-profit corporation was organized in 1965 to demonstrate that unemployed, low-income, older persons that needed jobs could and would provide added services to the community in which they live, while in most cases escaping poverty. Early success brought expansion of the effort which today is recognized as the Senior Community Service Employment Program [SCSEP) authorized by title V of the Older Americans Act. Green Thumb is but a small part of Title V but its results are common to the whole title V program.

Discrimination against the older job seeker is not as prevalent as it was 20 years ago, but that has not been accomplished without effort. I might add not without efforts of Travelers Insurance Co. and other private corporations.

Green Thumb has promoted "ability as being ageless" in rural communities throughout its existence and today our project operates in over 1,900 counties across the United States. Of the enrollees in the Green Thumb's project on June 30, 1986, 5,988 were 70 years of age or more. A part-time job at minimum wage for a person at or below the poverty level is not an end in itself. Thus, the SCSEP's ultimate success is to place enrollees in unsubsidized jobs that offer higher incomes, with more security than can be offered through title V jobs.

Most of our placements are with host agencies, because through demonstration of abilities, age discrimination as a consideration in their employment is to a large part removed. I cannot report to you that private employers, other than those such as Travelers, hold or have gained the same confidence in the older worker. The point made is that the discrimination is attitudinal. The legislation under consideration is a valuable tool in promoting further the change of attitude.

This would suffice for your consideration but it would be remiss not to add some additional evidence attesting to the positive results of an active lifestyle.

The SCSEP is as good a witness as can be found to testify that not all older persons have the financially available option of not

working. For these persons mandatory retirement is not only discrimination but cruel.

Members of Congress are well aware of the change in population demographics resulting from longer, healthier life expectancies and we know our challenge is to ensure an environment that is supportive to making those added years as fulfilling as possible.

Green Thumb's experience is the best way to assure wellness is to promote self-worth. A job can do that at any age, but is even more important to an older person who needs one. The following is a quote from an unsolicited letter I recently received.

> Looking back over the past year, and taking inventory, I don't think I could begin to tell you all I have gained from the Green Thumb program. Self esteem restored, confidence and trust in my abilities, and more important, confidence in myself. These, in my particular situation, took top priority. Renewed skills and performance then followed one by one.

Repeatedly in self surveys and in a recently completed outside audit, enrollees' response to the question of what do you consider the primary benefit of this program was job satisfaction. Pay is No. 2 and this response is from persons whose need is means tested. This emphasis on work opportunity is not to prescribe for all, but rather it is based on the results we see in a program whose focus is jobs.

In the public benefit measure of title V, equally important is the work done to fill unmet community needs and while doing so contributing to social security.

I might add, Mr. Liederman's testimony this morning is replicated over and over in title V where that community service opportunity is presented most visibly in our ability to be intergenerational in the kind of activities engaged in.

In the past 12 months, Social Security contributions on the part of Green Thumb enrollees age 70 and more was approximately $1,547,000.

Recently, a field staff position in Green Thumb was filled by a former enrollee who at age 66, has three dependents. He gave up $10,472 in Social Security benefits for his full-time job at $16,297 out of which he will pay into Social Security $1,165 per year. We know that age discrimination would in many cases preclude a full-time job for this person. While the person is not yet 70, I believe it relevant to our discussion in that age discrimination begins prior to age 70. Though under 60, I very likely would experience age discrimination—as friends have—in trying to find a different job.

The current retirement age contributes to discrimination towards persons not yet 70 through the acceptance of the idea that retirement, per se, is approaching.

In conclusion, let me cite a few examples of Green Thumb workers over the age of 70 who are finding new ways of answering the age old question of who are you and what do you do.

Mildred, 80, of Massachusetts, has been working with the Consumer Advocates for Better Care as a visiting advocate for nursing home residents since she was 72. As she explains, "I have to help the elderly because some day I will be old myself."

William, 75, of New Jersey, along with two other Green Thumb enrollees, distributes fresh bluefish, fluke, ling, and blackfish that would otherwise be dumped, to over 300 needy families living along

the coastal strip. They also deliver donated day-old baked goods and fresh surplus vegetables and fruits from local suppliers.

George, 87, works with the Santee Indian Reservation Nutrition Center in Nebraska as part-time clerk in the tribal office and program assistant. He also counsels on alcohol abuse. He had earlier worked as Green Thumb crew leader and helped to develop many parks on the south side of the Lewis and Clark Lake, south of Yankton, SD.

Martha, 75, of Kansas was assigned to the McPherson Museum and subsequently the museum transferred her to their own payroll.

It is because of the ongoing thousands of similar real-life situations that Green Thumb supports the need to work and to serve and to earn a better livelihood. An important part of expanding these opportunities is to assure under the law that no age limits are placed on the right to work and to urge employers to recognize the employability of this important segment of the labor force.

Ms. OAKAR. Thank you very much. It is nice to see that you are still doing a great job in public service in a program like this. We are happy to have you back here in a different capacity.

Mr. Ossofsky, let me ask you just to put this squarely on the record, is mandatory retirement an issue which splits two generations apart, as some have suggested, or is it the contrary?

Mr. OSSOFSKY. On the contrary, there is no evidence that the forced retirement of one older worker will create one job for a young person. What we have found in all of the studies nationally on this issue is that the massive unemployment that does exist among the young, that must be dealt with, stems from lack of skills, lack of training, lack of job motivation. That has to be dealt with in an altogether different way than simply pushing one older worker out.

Now, it may very well be that in the high echelons in the corporate levels, 10 vice presidents are waiting for the president to retire so they can move up. Indeed, even the current legislation provides for that to continue to happen, and I have serious questions about that. Nonetheless, I believe we need a clean bill to get past the session, and I am not raising that particular issue to hold us off from passage of the bill.

But there is no evidence at all that opening up job opportunities for the old will in some way diminish them for the young. This concept stems from the notion that we have a limited pie of jobs in our society and that we have to slice them for those people currently available. It minimizes the significance of growth and productivity and the needed initiatives of the administration and the Congress to see to it that the creation of new jobs continues to take place in our society.

I need hardly remind you, Madam Chairperson, that we heard the same cries when we talked about ending sex discrimination in the workplace, that if we have all these women suddenly flooding the job market, there will be no jobs for men. Well, that is not what has happened. Our history shows that we have a growing and building economy and indeed in spite of the economic uncertainties we face, I keep hearing from the administration of the growth of new jobs. That is our imperative as a society, to create employment opportunities for anyone who wants to and can produce and make

a contribution to society, and that should be regardless of age, regardless of sex, regardless of physical status.

We in the Council of Aging undertook a demonstration program to develop an age neutral employment, preemployment physical examination to measure individual capacity for an individual job. We were motivated by the fact that many personnel directors, not those on this panel I dare say, give a physical examination for superman, when the job requires the lifting of a 1-pound package from one conveyor belt to another or the typing of an envelope.

What we suggested was the use of a system that had been developed by the DeHavilan Aircraft Co. in Canada in which the specific requirements of the job are measured scientifically against the capacities of the worker. Four thousand workers of various ages went through that system, a significant portion of them middle aged and older workers whom employers had been reluctant to hire. We found that it was possible to place them on the job once the employer was convinced that this was an objective system. And lo and behold of those 4,000 workers in a 5-year period, there was not one workmen's comp accident, not one industrial illness. Productivity had increased, absenteeism was reduced for the younger as well as the older workers who were hired, because what we did was find an objective criteria to put a worker in a job that he or she was capable of doing.

The essence of what we need are more objective criteria to enable older persons to continue to produce, as we have heard today in the example of Green Thumb, and pay taxes, we have the resources to expand our governmental initiatives to create new jobs for those still unemployed people.

Ms. OAKAR. Thank you.

Ms. Smith, what would you have done if you had gotten this job, how would you have made out?

Ms. SMITH. After I had retired—let's see, now, I retired—in my first year I did all the things you hope you are going to do, you are going to travel and take up lessons and sports and so on. My second year of retirement, I went out and I was working in a temporary employment agency. And if the travelers had not called me back, I probably still would be working for that temporary employment agency.

Ms. OAKAR. Do you think everyone would have been as fortunate as you—I tell you, interestingly enough, the other day when I was home in my home town of Cleveland, I met a fellow I went to grade school with. He is in his 40s, as I am, and he told me about how the company closed, and he had such a difficult time getting a job, a really bright fellow in his forties, because of age discrimination. And I would imagine, being female and a little bit past 40, it might be somewhat more difficult, you know, for someone in your age bracket than this old class mate of mine or young class mate of mine, as the case might be.

How do you think other people do, do they fare as well as you have?

Ms. SMITH. I can, of course, only speak for my own company. And as Don mentioned, we had this unretirement party a year ago, which invited retired people from other companies to register with us, and we did extremely well. We saw over 300 people, and I do

feel that if the person is sincerely interested and they want to work, regardless of age, there is something that they can do in our area certainly.

Ms. OAKAR. Very good.

Of course, we compliment your company for their program. And, as you say, Jack, the same argument was used against women going into the work force and so on. And older Americans are needed in the work force. There is a real need for that.

Mr. OSSOFSKY. The demographics of our society and the decline of the number of young people coming into the work force in just the rest of this century, requires of us to find the minds and hands our country needs to do the work. The reduced birth rates are indeed having an impact on the potential labor force of our country. We have got to use that talent. We hear a great deal about trickle down issues in our society, trickle down economics, which will help everybody work. Well, that hasn't worked too well.

There is one aspect about these discussions where trickle down has an impact, and that is the age discrimination that affects the oldest of our work force trickles down to the younger work force. Age discrimination does impact on 40- and 50-year-old workers. The long-term unemployed are the 50-year-old workers who can't get hired, and the value of this legislation is that for once and for all it removes age in any way as an excuse for not hiring or retaining a worker. And that will indeed have a significant impact ultimately on the younger worker as well.

Ms. OAKAR. I think that is right. It is going to be very, very important for all ages I think if we just eliminate that effect.

Congressman, let me ask you, how do you get the word out about your program? I am sorry, I had to miss a little bit of your testimony, but how do people come to know about this program?

Mr. OLSON. Madam chairperson, we have, through experience, learned how and where to look for persons who might be eligible for title V, churches, volunteer organizations, the senior center, private employers, schools. It amounts to a networking in the community. It has, I might add, a very beneficial purpose in that while we are limited in how much resource we have available, by virtue of that constant networking, we stimulate sharing and common purpose. It is a very important support for the ultimate success of the program.

In addition, a very important avenue to a job is communication between persons in the workplace and those who are looking for jobs. We try to improve that communication and as persons leave the program they continue to assist it by demonstration and word of mouth.

If I haven't answered your question, please go at it again.

Ms. OAKAR. No, I understand.

Mr. OLSON. I would like to add a bit to the question you asked Mr. Ossofsky about whether or not this will be detrimental or have any impact as far as the generational aspect of jobs. In keeping with all of the testimony this morning, and our own included, we see every day the positive benefits of people having purpose and in their being and remaining healthy and active in their communities.

You could compound this morning's testimony many thousands of times in the personal experience of one title V organization, and that is if older persons are denied the opportunity—or presented with the lack of opportunity that will lead them to being warehoused as a result of deteriorating health, et cetera, and God forbid I don't want to make the point that we do what is right merely on an economic basis.

But if you want the economic argument, I think it is more than overwhelming if you examined the terrible consequences of wasted resources, if you let this most important portion of our population degenerate as far as overall well-being and health, I think it would be a tragedy in human costs, but also it would be a tragedy—well, I should not say tragedy, it would just be very dumb business in the economic sense.

Ms. OAKAR. That is really a good note to end our hearing on, because I think you have really summarized the whole point of the hearing. And I want to just say to all of you, you all represent, obviously, wonderful organizations. I am very familiar with yours, Jack, as you know, and, of course, to see a corporation doing the right thing, we sometimes take our slaps at corporations. I think it is nice to see that and to say congratulations, and let's see if we can see that duplicated around the country.

And, of course, you are doing such a great job with the Green Thumb Program, which I am familiar with, I just really wish that we could get as many people as possible plugged into all these different elements so they would have more hope.

I just want to conclude by saying I personally have been really blessed to be on a committee with a chairman like Claude Pepper, who is in my judgment ageless, even though he has celebrated his birthday yesterday. And, of course, his age group, those who are over 85 are the fastest growing population in the United States. So we know he is going to have many more years not only in Congress, but here on this planet.

So thank you very much, and I want to commend the staff as well. Thank you, Kathy.

The hearing is adjourned.

[Whereupon, at 11:55 a.m., the hearing was adjourned.]

APPENDIX 1

Drug Nutrient Interactions 4:75–81 (1985)

A DISCUSSION OF NUTRIENT NEEDS AND NUTRITIONAL STATUS IN RELATIONSHIP TO AGING

Robert N. Butler, MD
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"Few attempts have been made to determine the optimum diet for the adult after he has attained middle age. Such research is beset with difficulties foreign to similar studies for the first half of life. After the attainment of middle age, the body becomes more and more subject to the diseases resulting from the regime followed during the first half. Furthermore, the diseases that accompany aging appear. These diseases induce strains on the physiological mechanisms and make the evaluation of such factors as dietary variables very difficult.

Nevertheless, the importance of the diet during the latter half of life must be of nearly the same order as during the first half. Therefore, it must be studied in spite of the handicaps imposed by the aging process and in relation to these very changes and diseases which accompany aging."

Clive McCay et al., Journal of Nutrition, 21:45-60, 1941

The characteristic excellence of a Hamish Munro paper makes it unnecessary and nearly impossible to offer any specific criticism, but I hope to add useful discussion. McCay's paper was published 43 years ago but we still have little data on human aging in general and, of course, on nutritional needs and nutritional status during aging in both health and disease. There is a minimal investment in longitudinal studies. We must depend upon the few that exist which have samples that are not representative on a variety of dimensions. This is true in the several countries that have such studies.

There are some longitudinal studies in the U.S. and some in Europe, specifically in Sweden, and in Japan, and Australia. Within these longitudinal studies, often there are inadequate nutritional data sought and quantified. The U.S. National Health

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and Nutrition Examination Survey (NHANES) originally collected no data on persons over 75 or in institutions, e.g., nursing homes where on any given day there are more patients than in general hospitals. The National Institute on Aging, however, has catalyzed support on a multiple National Institutes of Health basis to follow-up the NHANES and to help offset some deficiencies. Nutrition surveys in the United States are not broadly representative. The Ten-State Survey, 1972, however, provides some data concerning low income people. As Munro makes plain, we do not have the data to establish Recommended Daily Allowances for persons over 50 so we extrapolate principally. The "arm chair" is not a substitute for empiricism.

Those of us who have enjoyed thinking that the McCay effect is one of the few successfully established environmental/ experimental manipulations of life span available to us may be overly optimistic. This work suggests a relationship between calorie restricted diets and an increase in life span, for example, in the rat. It could be that the restricted diet is the more natural diet and the life span thereby secured the appropriate life span. The experimental manipulations of McCay may only have assured us greater survivorship within the natural life span rather than an actual extension beyond genetically defined limits. As Munro does, we must always carefully distinguish life span from life expectancy.

I do not suggest that the McCay effect does not provide a useful model for a variety of studies of the interrelationship of nutrition, immunity, hormonal interventions (e.g., dyhydroepiandrosterone), exercise, etc.

We need to study and indeed alter artificial animal diets and appreciate the effects of animal environments as we develop present and new animal models for studies of aging, nutrition, and pharmacology.

The work of Goodrick, among others, in demonstrating the interrelationship of nutrition and exercise reminds us of the probably important role of physical conditioning in many of the measurements of change in human functions overtime. When we say there is a decreasing energy need, we need to relate it to the decreased functional activity of older people. We must always separate truly aging phenomena from life style or environmental effects.

I wrote in 1963, in summarizing a comprehensive longitudinal human aging study, "our broad conclusion may be stated as follows: As a consequence of a careful multidisciplinary pilot study, we have found evidence to suggest that many manifestations hereto associated with aging per se reflect instead medical illness, personality variables, and social-cultural effects. It

is hoped that research may further disentangle the contributions of disease, social losses, pre-existent personality, so that we may know more clearly what changes should be regarded as age-specific.

If we can get behind the facade of chronological aging we open up the possibility of modification through both prevention and treatment. In our lifetime (if at all) it is not likely that the inexorable processes of aging will be amenable to human intervention but it cannot be too greatly emphasized that it is necessary to be able to recognize those factors which are open to change".*

There is an enormous need for large comprehensive and representative longitudinal studies of human change over time including various kinds of performance. In 1980 the National Institute on Aging was required by the U.S. Congress' Experienced Pilots Act to undertake a study of whether the mandatory retirement age 60 was medically justified for commercial airplane pilots. In 1981, the National Commission on Social Security Reform appointed by the President wanted to understand the interrelationship between increased life expectancy and the possibilty of increased work ability. In other words, public policy formation demands understanding of changing human performance yet the scientific work required is not funded adequately by those (the Legislative and Executive Branches of Government) who want its results. Nutrition which provides the energy for human performance has to be an important part of such studies. Needless to say when government wants information for purposes of regulation, we must take care to keep separate the science base. Longitudinal studies cannot only comprise static measurements of variables. We need to measure various interventions--behavioral, dietary, pharmacological, hormonal, etc.--to test functional reserve to obtain dynamic responses. Capabilities such as forced vital capacity are obviously important, not just passive measures of systolic blood pressure.

In terms of health science policy, we require dramatic, vivid ways to package our requests for necessary support from government or the private sector. We need stable funding for longitudinal studies with many purposes, in addition to acquiring nutritional data including RDA. We must argue again for a National Populations Laboratory.

We should include studies of so called "super normals" for they provide us with what is possible; their existence maximizes our opportunities to study the human counterpart of barrier-raised animals, to approximate "pure" aging, free of disease and other confounding variables. We obviously need a new and different vision to prepare for the extraordinary increase in absolute number and relative proportion of older persons that is

65-008 O - 86 - 3

presently and commonly called the "aging society". We must recognize the exciting impressive gain in average life expectancy over the century, nearly as great as that obtained over the preceeding 5,000 years. For the purpose of highlighting the positive aspect of the demographic change over the twentieth century, I prefer to use the term longevity revolution. Revolution is an overused word, but not, in my judgment, in this case, for we are experiencing a "fundamental change". We need a new and different vision in order to conceptually plan our society--and alter its institutions--to effectively meet the challenges posed by the longevity revolution. This requires a different allocation of resources. For example, the nation's health research agenda has to be more responsive to the new challenges of chronic disease, aging-related medical and psychosocial problems, long term care, etc.

A Congressional commitment of resources such as reflected in the establishment of the USDA Human Nutrition Research Center on Aging at Tufts is most welcome. Such stable funding makes it possible to attract outstanding investigators; some of them can give some of their time to the long-term measurement of human nutrient needs and nutritional status in relationship to age. This is tedious work, and we must arrange opportunities for investigators to pursue other, shorter-term creative work simultaneously.

We have moved beyond Nathan Shock's tables with their litany of decrements to more modern interventionist gerontology. For example, we have long known about lower serum albumin in aging (e.g., the NIH study), a descriptive finding, but Munro writes "We must therefore confess that we do not have adequate data to tell us what levels of dietary protein can best preserve the lean body mass and tissue function of the aging adult".

We are beginning to be able to introduce some interventions into aging processes. Calcium is important early in life and probably late in life as well. Less estrogen is required if calcium intake is raised even at the menopause. Exercise along with calcium appears to be preventative of osteoporosis in men and women.

As noted, we do not know what we should know about nutrition in old age. In the U.S. 10% of elderly citizens suffer from some degree of thiamine deficiency while Munro says surveys in Europe suggest a higher incidence of marginal and severely depleted elderly people. Alcoholism among the elderly can lead to folate-dependent megaloblastic anemia. Nutrition might have a role in senile dementia of the Alzheimer type. Zinc is of probable importance in decubiti prevalent in nursing homes often created in acute hospitals. Munro has referred to male/female

differences in nutrition--women eat less, men have less osteoporosis. The gender descrepancy in life expectancy provides us with a natural human model for study. We are exploring both genetic and life style differences between men and women as determinents of different rates of survival. In few species-some avian species, inbred strains of rodents--the male outlives the female. Otherwise it is the female that outlives the male. Nutrition may be an important factor in the differing life expectancy. The NIA Baltimore Longitudinal Study on Aging did not begin to admit women into the study until 1978.

I have referred to the need to adapt to the longevity revolution. This will include new ideas in nutrition, pharmaceutical development and biotechnological innovation. Medicines and nutrients interact at times to the disadvantage of the recipient. We will move toward the employment of agents that are more "natural"--that maintain or restore natural function, that are indigenous to the body. Neurotransmitter "medicines" are illustrative.

There will be increasing attention drawn to undesirable side effects (e.g., adverse effects on sexuality), a kind of "quality of life" pharmacology.

Participants of this conference are to create a list of recommendations for research directions and priorities. To do so, of course, requries some consensus agreement as to what we regard as established. Recommendations will relate to the use of concepts and tools as well as focus on specific topics.

One major priority has to be the use of molecular biological techniques to better ascertain knowledge of nutrition and, of course, pharmacology. Other methods/tools must include:

-- Longitudinal studies
-- New Studies of animal models
-- Non-Human primates

We all agree that proper nutrition throughout life, including late life, is an effective means of maintaining good health and minimizing degenerative changes in the later years. Nutrition is a cornerstone of preventive medicine. The great reductions in morbidity and mortality that have occurred in this century mainly have been due to the prevention of infectious and nutritional diseases. Curative medicine has undeniably played a major role in health improvements since 1900. Equally undeniable, though, are the enormous effects of preventive measures such as sanitation, immunization, and the provision of a diet adequate in the required vitamins, minerals, and other food elements. It is only through properly nutritious diets that old people retain the capacity to remain active and productive.

In the U.S. efforts to advance the knowledge of aging and nutrition were enhanced by the creation of the National Institute on Aging. The NIA research program in nutrition aimed from the start to expand the knowledge based on:

1. what constitutes an adequate diet for the older person, focusing on the changes that occur with age in the need for nutrients;
2. what older people eat;
3. the factors that affect eating habits--economic, behavioral, and physiological;
4. changes in the physiology of digestion with age;
5. the assimilation of nutrients into the body tissues in the older person;
6. risk factors for pathology in middle and old age correlated with nutritional status; and,
7. topics of special significance, such as the interaction of nutritional variables and drugs.

We made great efforts to encourage this program but despite these efforts and available funds, the program on nutrition is not substantial. So, too, pharmacology.

We are all aware that many of all ages may eat too much or the wrong diets. Many people pay for their improper eating with their lives. But it is essential to note that changing bad habits can have a positive effect at any age. For example, more than one study has shown that some of the adverse effects of smoking on pulmonary function are reversible merely by quitting the smoking habit. The results of such research can help give older persons the proper motivation for maintaining high standards of nutrition throughout life. However, a caveat is in order. Changing the diet and related habits of the U.S. or any population involves massive cultural and educational transformations. Effecting the needed changes identified through research requires such major initiatives as improved programs of mass education--involving public schools, health providers, and the media; improved nutrition education of health professionals; and more complete disclosure of food content, as through adequate labeling of packaged foods. These efforts are far beyond the areas of expertise or mandate of a research institution such as the NIH, but every attempt should be made to transfer new knowledge obtained through research to such programs.

In conclusion, Hamish Munro has given an accurate picture of our present state of knowledge, and, our lack of knowledge. Although we have the methods, societies have not invested sufficient funds to study the nutrient needs and nutritional status in relationship to aging. Nor have we committed the resources necessary to educate the public. This clearly matters

for as Munro shows prophylactic and therapeutic interventions in aging (and life expectancy) are actually possible.

As a matter of fact, the fact that it is possible to modify aging processes is new.

I hope we can do a few things--train young people in nutrition and pharmacology and aging--before the Baby Boomers reach Golden Pond.

*Butler, RN The facade of chronological aging, American Journal of Psychiatry 119: 235-42, 1963

APPENDIX 2

P. B. PRODUCTION CORP.

P.O. BOX [illegible]
LAKE HAVASU CITY, ARIZONA 86403

September 22, 1986

Dear, dear Chairman Pepper:

I'm so sorry I could not be there on September 9th. I read about your great "Birthday Celebration" (which you so rightly and lovingly deserve.)

I feel as you, a man works until God says "You've had enough." People thrive on doing things; pity many capable people, in our country, are stopped from doing beautiful, creative things. They would feel (as they should), like they're a part of this country; instead they're put to pasture and they fade away.

God love you always for what you're doing and have done for this country.

All love,

Pat Bailey

PB/dw
Dictated but not read
Signed for Miss Bailey in her
absence by Dw, Secretary

THEODORE BIKEL

SEPTEMBER 1. 1986.

THE HON. CLAUDE PEPPER
CHAIRMAN, SELECT COMMITTEEE ON AGING
HOUSE OF REPRESENTATIVES
WASHINGTON, D.C. 20515

DEAR MR. CHAIRMAN:

I HAVE JUST RETURNED FROM A TRIP ABROAD TO FIND YOUR LETTER OF AUGUST 12. I MUCH REGRET THE DELAY IN ANSWERING, ESPECIALLY SINCE IT SEEMS YOU HAD A DEADLINE FOR PRINTING UP MATERIAL IN ADVANCE OF THE HEARING ON SEPTEMBER 9TH.

I PRESUME, HOWEVER, THAT YOU MIGHT STILL WANT TO INCLUDE STATEMENTS IN THE TRANSCRIPT OF THE HEARING ITSELF. IF THAT ASSUMPTION IS CORRECT THEN I ASK YOU TO PERUSE THE FOLLOWING WITH A VIEW TO MAKING USE OF IT IN WHATEVER FASHION YOU SEE FIT. I HAVE, IN FEBRUARY OF 1980, TESTIFIED BEFORE A SUBCOMMITTE HEADED BY MR. BIAGGI ON QUESTIONS RELATING TO ARTS AND THE AGING AND I BELIEVE SOME OF MY COMMENTS MADE THEN ARE STILL -- ALAS -- RELEVANT TODAY AND PERTINENT TO YOUR INQUIRY.

"THE INDUSTRIAL REVOLUTION HAS BROUGHT IN ITS WAKE CERTAIN NOTIONS REGARDING OLDER PEOPLE AND THEIR USEFULNESS TO SOCIETY. RETIREMENT USED TO BE A PROCESS OF NATURE'S CHOOSING. ONE RETIRED WHEN ONE NO LONGER FELT CAPABLE OF PERFORMING THE FUNCTIONS OF THE JOB, OR WHEN IT BECAME QUITE APPARENT THAT ONE COULD NOT. THUS FOR ONE PERSON RETIREMENT OCCURRED AT 50, FOR ANOTHER AT 68, FOR ANOTHER NOT AT ALL. HE WORKED UNTIL HIS LAST MINUTE ON EARTH.

CERTAINLY, THE NOTION OF MANDATORY RETIREMENT WAS INIMICAL TO THE NATURAL PROCESS AND IS, IN THE HISTORY OF WORKING PEOPLE, A FAIRLY NEWFANGLED INVENTION. MANDATORY RETIREMENT FOR OLDER PERSONS MAKES LITTLE SENSE FOR AMERICANS WHO FEEL FIT TO WORK BEYOND THE OFFICIALLY DESIGNATED AGE LIMIT. BUT WE MAKE THEM RETIRE ANYWAY BY GIVING THEM SOCIAL SECURITY PAYMENTS -- A RIGHT THEY HAVE EARNED THROUGH HARD WORK AND CONTRIBUTIONS OVER A LIFETIME -- AND THEN BY TAKING IT AWAY, ALL OR PART OF IT, FOR DARING TO WORK A LITTLE LONGER.

THAT, I SUBMIT, IS HARDER FOR ARTISTS TO BEAR THAN FOR OTHERS IN OUR SOCIETY; FOR THEIR CREATIVITY OFTEN BLOOMS LATE. THERE IS HARDLY A DECENT ARTIST, WRITER, SCULPTOR, ACTOR OR MUSICIAN WHO RETIRES AT AGE 60 OR EVEN 65. DANCERS DO BUT EVEN THEY, MORE OFTEN THAN NOT, CONTINUE IN THE ARTS, ACTING OR SINGING OR TEACHING. WE STILL HONOR THEM IN THEIR 70'S AND 80'S. FRED ASTAIRE, MARTHA GRAHAM, CARY GRANT, HELEN HAYES, BETTE DAVIS. EUBIE BLAKE IS GONE NOW BUT HE STILL PERFORMED ON HIS 97TH BIRTHDAY AND AFTER!

NOW THESE ARE STARS, PRESUMABLY RICH OR AT LEAST WELL OFF. BUT THERE ARE THOUSANDS OF ARTISTS, SIMILARLY CAPABLE AND CREATIVE,

PAGE 2.

WHO ARE HURT BY THE INJUSTICE OF A SOCIAL SECURITY ACT WHICH PENALIZES THE EARNING CAPACITY OF AMERICANS BETWEEN THE AGES OF 60 AND 72. BEYOND A RIDICULOUSLY LOW CUT-OFF POINT THEIR ENTITLEMENT TO SOCIAL SECURITY IS DIMINISHED OR VANISHES ALTOGETHER. WORK A LITTLE HARDER AND YOU GET DOCKED $1.- OF SOCIAL SECURITY FOR EVERY $2.- EARNED. SURELY THAT DISCOURAGES, IF IT DOESN'T STIFLE ALTOGETHER, THE DESIRE OF OLDER AMERICANS TO WORK AT THEIR CRAFT AND FEEL ALIVE.

IN CONCLUSION I ASK YOU TO CONTEMPLATE THE FOLLOWING. SOME OF OUR BASIC ASSUMPTIONS ABOUT THE AGED CAN BE REDUCED TO THREE EQUATIONS: OLD AGE EQUALS LONELINESS. OLD AGE EQUALS POVERTY. OLD AGE EQUALS HANDICAP. YET MANY OLD PEOPLE ARE NEITHER HANDICAPPED, NOR POOR, NOR LONELY. BUT OUR PRESSING THIS IMAGE UPON THEM MAKES IT COME TRUE WHETHER THEY WANT IT OR NO. THOSE FIT TO WORK, TO CONTRIBUTE, TO CREATE, ARE FORCED BY MANDATORY RETIREMENT TO BE THOUGHT OF -- AND WORSE, TO THINK OF THEMSELVES -- AS UNFIT, USELESS AND DECREPIT. WE MUST CORRECT THAT AND IT IS IN YOUR POWER AS LEGISLATORS TO DO SO. IF YOU DO, THEN WE WILL HELP TO MAKE EVERYONE'S LAST YEARS NOT THE MOST DEPRESSING, NOT THE MOST DEBILITATING BUT PERHAPS THE BEST."

I EARNESTLY HOPE, MR. CHAIRMAN, THAT YOUR EFFORTS WILL BEAR FRUIT.

SINCERELY YOURS,

THEODORE BIKEL

ACTOR, CONCERT PERFORMER
PRESIDENT EMERITUS, ACTORS' EQUITY ASSOCIATION

GEORGE BURNS

August 20, 1986

Dear Congressman Pepper-

My views on retirement are well known. I don't believe anyone should be forced to retire at 70 -- or at any age. I don't think people should retire at all.

If I had retired at 70, I wouldn't have made THE SUNSHINE BOYS, the OH, GOD! movies, GOING IN STYLE, I wouldn't have won the Academy Award and I wouldn't have become a country singer. I don't know if the world is better off for all that, but I know I am.

I also have noticed that people around my age who keep busy are much happier than the ones who sit around all day playing with their cuticles.

My very best,

George Burns

GB/1

Congressman Claude Pepper
U.S. House of Representatives
337 House Office Building Annex 2
Washington, D.C. 20515

P.S. I would have written more on the subject, but I have to catch a plane in an hour for an engagement at the Vancouver Expo.

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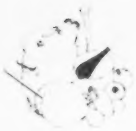

FROM JULIA CHILD'S KITCHEN
Julia Child Productions, Inc.
70 Seaview, Montecito Shores
Santa Barbara, California 93108
(805 969-3662)

August 22, 1986

Congressman Claude Pepper, Chairman
Select Committee on Aging
Subcommittee on Health and Long-Term Care
U. S. House of Representatives
715 House Office Building Annex 1
Washington DC 20414

Dear Sir:

I am very much in favor of your effort to create a bill defeating mandatory retirement at any age. People should be able to work at their jobs as long (or as short) a time as they are physically and mentally able.

I have just had my 74th birthday, August 15th, and am going strong on a vast new cookbook, have mastered Microsoft Word 3 on my IBM-PC, am scheduled to do a series of 9 TV spots for ABC Good Morning America the second week in September, just before we take off on a 5-week jaunt through Italy and France. On our return I shall continue with my enormous book, do another series of spots for ABC, and hope that our 6 hour-long video cassettes, The Way To Cook, will have sold so marvelously well that I shall be able to do another series.

The great thing about the accumulation of years is the accumulation of experience and knowledge throughout those years. This gives one an incredible advantage, and is a treasure that should be used to the fullest.

And you, sir, are one of our most splendid examples.

Sincerely yours,

Julia Child

Mrs. Paul Child

103 Irving Street • Cambridge, MA 02138 • 617 876 1072
Bramafam Fitchouse • 06740 Chateauneuf de Grasse • (93) 60 10 56

September 5, 1986

Dear Claude Pepper

Enclosed is a typical shot of me working. I teeter about on one foot or the other, getting laughs and doing what comes naturally.

I am living and working happily in my 70th year and I intend to continue working till they close the box. My work is my greatest joy. Through it I grow and progress and stay vitally alive.

Each day I feel brighter and smarter and know that I am attaining patience and wisdom.

Onward & Upward

Phyllis Diller

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ABC News

September 3, 1986

The Honorable Claude Pepper
U.S. House of Representatives
Select Committee on Aging
377 House Office Building Annex 2
Washington, D.C. 20515

Dear Claude:

About a decade ago I had the privilege of interviewing for PBS, Dr. Walter Alvarez, who was then 96 years old.

All of his considerable contributions to medical science were done in the last 30 years of his life. I couldn't help reflecting on the loss to humanity if Walter Alvarez had been forced to retire at 65.

For myself, I not only enjoy broadcasting more as I get older, I seem to get the hang of it better.

Good luck on the September 9 hearing "Ability is Ageless" and my best personal wishes.

Sincerely,

Hugh Downs

HD:jf

[redacted]

BOB HOPE

August 25, 1986

The Honorable Claude Pepper
U. S. Senator
2239 Rayburn Building
Washington, D.C. 20515

Dear Claude:

Certainly wish I could be with you on September 9, but I'm taping tv show right at that time so it will be impossible to leave Burbank. I would like to participate in your hearing on "Shattering Age Stereotypes," but I've got to stick close to NBC until I get this show finished because it goes on September 15.

It was great seeing you in Columbus. In fact, it's great seeing you anywhere. You keep looking so good and I'm glad because you're doing good work for everybody. Hope you stay that way.

Dolores joins me in sending our love,

BH/lp

Horne-Hayton ENTERPRISES
SUITE 1502 1501 BROADWAY
NEW YORK, NEW YORK 10036
212-840-2914

22 August 1986

Honorable Claude Pepper
Chairman
Select Committee on Aging
Subcommittee on Health and Long-Term Care
U.S. House of Representatives
322 House Office Building, Annex 2
Washington, D.C. 20515

Dear Mr. Chairman:

I consider it a privilege to write in support of H.R. 4154, the bill seeking to eliminate mandatory retirement at the age of 70.

You are well aware that numerous demographic profiles illustrate the fact that we are living longer, healthier lives. Today, many people in their 60's and 70's, as physically active and capable as were 40 and 50 year-olds only a decade ago, continue to make important and beneficial contributions to society. My own career certainly bears witness to this assertion, as does the abundance of similar examples which abound in the entertainment profession alone. The acquisition of new skills and the sharpening of old ones, otherwise characterized as the learning process, defies capriciously imposed age limitations of any kind.

I welcome this opportunity to applaud both your leadership and the efforts of your Committee with respect to this highly significant legislation. Its intent is certainly consistent with the civil rights goals we as a nation espouse, and its passage should be a congressional priority.

I think that the theme of your September hearing on this issue captures the essence of my sentiments completely: "Ability is Ageless".

Sincerely,

Lena Horne

LENA HORNE

Horne-Hayton Enterprises
1090 Vermont Avenue, N.W.
Suite 929
Washington, D.C. 20005
898-0832

John Houseman

[illegible]

[illegible]

[illegible]

John Houseman

Thos Hoyt Akers

New London
New Hampshire
George Lee Jones Building
George Phenix Class

August 14, 1961

The Honorable Claude Pepper
U.S. House of Representatives
Select Committee on Aging
457 House Office Building Annex 2
Washington, D.C. 20515

Dear Claude Pepper:

I hasten to respond to your request that I write you views regarding mandatory retirement at age 65.

To put it bluntly, I believe such a law is cruel, unfair and just plain foolish. Such is all a matter. Some people are old at 45. I cannot imagine being forced to retire in two years because the calendar says I have had it.

Although I have been writing for and reading people for 11 years, I feel that I am at my best as an author! At the age of 58 I feel terrific and can't wait for the next book or will to come to my desk. I am in love with life and love it.

I cannot imagine what my life would be without work -- and I don't mean the money, but I do need the stimulation, the excitement, the feeling that I am making a contribution to society. After all, existence is the right we pay for our time here on earth, and I have to work for a long time to come.

Sincerely,

[signature]

ejl:cm
Enc.

MASTERS & JOHNSON INSTITUTE

August 22, 1986

Select Committee on Aging
Subcommittee on Health and
Long-Term Care
377 House Office Building
Annex 2
Washington, D.C. 20515

Gentlemen: Attn: Kathleen Gardner

I would sincerely regret having to terminate my professional activities because I have reached my 70th birthday. Above all, I would sorely miss the pleasures of helping educate a younger generation of clinicians in my field. Fortunately, I continue to enjoy this opportunity and to be reasonably productive in clinical and research interests.

Of course, I believe men and women should have the option to retire by seventy if interest flags, or physical or mental disability intervenes. In the absence of these conditions, however, there should always be the opportunity for any man or woman regardless of age, to continue to make whatever contribution in the workplace their talent, wisdom and skill can provide.

Sincerely,

W. H. Masters, M.D.

WHM/glw

THE GENERAL LIBRARIES
THE UNIVERSITY OF TEXAS AT AUSTIN

September 23, 1986

Congressman Claude Pepper
U.S. House of Representatives
377 House Office Building Annex 2
Washington, D.C. 20515

Dear Congressman Pepper

I am fortunate in being able to work at my profession as I approach my eighties. This is mainly because I have been granted a pretty strong body and an active mind, but of equal importance is the fact that I have wanted to keep working and have been lucky enough to work in a field which permits older people to continue.

As to what work has meant to me, I have never considered myself a workaholic nor driven by some burning inner compulsion. I've been a fairly normal human being who finds pleasure in continuing to do what he does best. I wish that all Americans had that opportunity and that resolve.

As to forced retirement, I have always been against that, because I know too many older people who work vigorously into their eighties and make great contributions. Their expertise should be treasured rather than proscribed.

But I have also thought that the management of social institutions should pass constantly into the hands of younger people, for they have the energy to drive ahead and make significant decisions. I think the leadership of agencies like automobile salesrooms, hospitals, libraries, university presidencies, manufacturing concerns and the like should rest in the hands of people in their fifties, while those of us who are older should be kep on hand in subsidiary positions to provide guidance, accumulated knowledge and a balance wheel.

I am much impressed by the system the Presbyterian Church has worked out whereby its older scholars who have wanted to retire from the management of schools and colleges can serve as volunteers without faculty status to help small colleges keep afloat. This works admirably and sets a pattern for the rest of us.

Best wishes and continued good luck in the fine work you do on behalf of all of us.

Sincerely,

James A. Michener

JAM:db

Timic Productions, Ltd.
Mickey Rooney, President
3825 Thousand Oaks Blvd. Suite 220
Westlake Village, CA 91362
(805) 495-2424

September 3, 1986

Kathleen Gardner
U.S. House of Representatives
Select Committee on Aging
Subcommittee on Health & Long-term Care
715 House Office Building Annex 1
Washington, D.C. 20515

Dear Kathleen,

Enclosed please find an autographed photograph of Mickey Rooney. I hope you were able to acquire a copy of Mickey's testimonial speech from Senator Hein's office. If I can be of any further assistance, please contact me at the address above.

Sincerely,

Cindy Cohen
Office Manager

CC:Kevin Pawley

nh

MICKEY ROONEY ADDRESS

to the

U.S. Senate Special Committee on Aging

Mr. Chairman, distinguished members of the committee, I'm delighted to have been asked to speak in these hallowed halls.

I've been asked to speak regarding how I feel about age discrimination. Might I remind this august body that it is no sin to grow old. It is no sin to gain more experience in life through age, for after all age is nothing but experience and some of us are more experienced than others.

Bill 1054 is an attempt to dissolve what is an artificial cap, allowing an employer to decide that a person on obtaining the age of seventy (70) must step down, step aside, push a button, pull the plug on his own creativity, his own individuality and freedom of choice.

I am 66 years of age and the good Lord above has given me the opportunity of going through the infiltration course of life, with all its ups and its downs, its highs and its lows, its sadness and its joy. He has allowed myself, and all of you, and indeed all this great nation, to be survivors. I'm 66 years of age and I have no plans nor do I see a light in any tunnel saying retirement for Mickey Rooney. Nor should any such sign be imposed upon me, merely because someone thinks that because of my age my usefulness or my creativity has declined. I've often said I'll work as long as the public wants me and so far I've been through four publics.

If the current law were extended, instead of being amended, many members of this Senate, many members of the House, of the Supreme Court and even our great President might have to step down. Their vast experience would count for nothing. And should this be the case with every day workers? Let people be judged on their own individual merits. Should we have said to Arthur Fiedler when he reached the age of seventy, "Mr. Fiedler, I'm sorry it's time to stop." Depriving ourselves of such great talent, or should we have said the same to Picasso, Einstein, Stravinsky, or Edison. And if we go back even further should we have required Benjamin Franklin to stop everything he did for our new nation after he had reached seventy?

I believe, without any doubt, that everyone of us in life has an innate feeling, a spiritual feeling, if you will, of when he should get off, when he should take his bow and leave with dignity and respect. But there should never be, and I hope that this Senate, a small part of which I am honored to address this day, will never bring to pass or entertain any legislation, which stops the creative incentive of any human being, which keeps them from doing their most fertile and creative work.

For if there were such legislation I should not at age 66 be able to begin a new play, nor entertain thoughts of taking it to

Broadway, nor would I be here today. We do not need to defend our age, nor our creativity, we need only fear our right to continue to use them at our discretion.

In conclusion, I would like to leave you with this thought: We in America should never stop being what we are best; we should never stop starting up and finishing the job the way we want to do it: individually.

Thank you.

To you
Mr Peyton – Thanks
Mickey

WILLIAM SCHUMAN

September 17, 1980

Honorable Claude Pepper
Chairman
U.S. House of Representatives
Select Committee on Aging
Subcommittee on Health and Long-Term Care
477 House Office Building Annex 2
Washington, D.C. 20515

Dear Congressman Pepper:

Unfortunately, your letter of August 15th was delayed in reaching me at my summer address. I realize that the September 9th date is already past, but I am replying none-the-less with the chance that you may have use for my views.

The elimination of mandatory retirement at age 70 is a most logical and desirable move. Since you asked for a personal evaluation, I must say that it would be inconceivable to me not to continue my work.

My work centers on my activities as a composer. I am now 76 years old and this year there will be no fewer that four new works introduced. The largest of these is an American cantata entitled "On Freedom's Ground" with a text by Richard Wilbur. It was composed on a commission from the New York Philharmonic and a consortium of eight other performing groups, as described in the enclosed announcement.

It has always been my observation, both as a composer and past President of Lincoln Center for the Performing Arts and The Juilliard School, that people do not lose their effectiveness because of age; and, on the contrary, frequently give better service because of their broad experience. The whole point is enthusiasm. Once that goes there is little of substance that remains. And enthusiasm, zest for living and sense of humor, all these attributes are found in relatively the same proportion in older citizens as in younger ones. To discriminate because of age has no more logical foundation than to discriminate because of any other irrelevant factor.

888 PARK AVENUE
NEW YORK N Y 10021

WILLIAM SCHUMAN

May I take this occasion to congratulate you on the wonderful service you gave this cause and to so many other worthy endeavors that have occupied you in your long and distinguished career.

Faithfully,

WS/el
Enclosure

888 PARK AVENUE
NEW YORK, N. Y. 10021

Dear Chairman Pepper, 21 August 1986

I am in my seventies now and would hate to think that, except for the ineroilent of bodily strength, my usefulness is at an end or close to the end.

I don't think that because I don't feel that.

I am reinforced in this attitude by the fact that any number of organizations and causes ask me to speak or write for them, every year that passes.

If I may quote myself from a talk of years ago:

> There <u>is</u> such a thing as common sense. It is the instinct for knowing what is likely to help and what is likely to harm. It is born of experience; it takes some living.

One other observation: There will always be a generational gap in viewpoint. The young can measure in only one direction - from things as they are compared to their ideal of what things ought to be. The old must all two have measurements - things as they are now compared to things as they used to be, and things as they are in their own society compared to things as they are in other societies they have known. Otherwise, experience -- life itself -- would have little usefulness.

Sincerely,

Eric Sevareid

Honorable Claude Pepper, Chairman
Select Committee on Aging
Subcommittee on Health and Long-Term Care
U.S. House of Representatives
377 House Office Building Annex 2
Washington, D.C. 20515

BEST COPY AVAILABLE

RED SKELTON

September 8, 1986

Dear Mr. Pepper:

I just received your letter of August 15th and though it is too late for your publication, I still pass on my comments.

I could never understand why they put a time limit on life. Why should anyone up to a certain age trying to perfect their talents be told, that they are not needed. I think when somebody retires it should be when they nail the lid down.

There is an expression - 'I didn't ask to be born'. If this be true, why should we ask for others to tell us when we are no longer needed?

People could stay young forever if their dear friends would stop reminding them they were getting old.

I have many feelings on this subject, these are just a couple of them.

Trusting this is satisfactory.

I remain,

Respectfully,

Red Skelton

RRS:aem

Mr. Claude Pepper
Select Committee on Aging
U.S. House of Representatives
Washington, DC 20515

THE ORCHESTRAL ASSOCIATION

CHICAGO SYMPHONY ORCHESTRA

CIVIC ORCHESTRA OF CHICAGO • CHICAGO SYMPHONY CHORUS • ALLIED ARTS ASSOCIATION • ORCHESTRA HALL

220 SOUTH MICHIGAN AVENUE • CHICAGO, ILLINOIS • 60604

As from London office

3 September 1986

Mr. Claude Pepper
Chairman
Select Committee on Aging
c/o Ms. Melanie Modlin
House Annexe 2
Room 377
U.S. House of Representatives
Washington
DC 20515

Dear Mr. Pepper,

Thank you for your letter of August 12.

I am certainly happy to offer my support in principle for the bill which you are preparing. I am lucky enough to be working with musicians all over the world who have exceeded the current mandatory retirement age in their countries and the experience and wisdom they bring to their music-making is a vital factor in helping the arts to flourish.

I wish you every success.

Yours sincerely,

100

RAY WALSTON

August 24th, 1986

The Honorable Claude Pepper
Chairman
Committee On Aging
Washington

Dear Sir:

What my work means to me. In one word. CHALLENGE.

I have been an actor for fifty years and time after time, year after year, each new role has been a challenge. A challenge to be as GOOD as possible. This challenge means my very life, since I am convinced that in order to remain ahead of the aging game, a man must face each day with a determination to prove his worth . . . no matter what his job might be.

Throughout my career, the older actors I have known all entertained this quality.

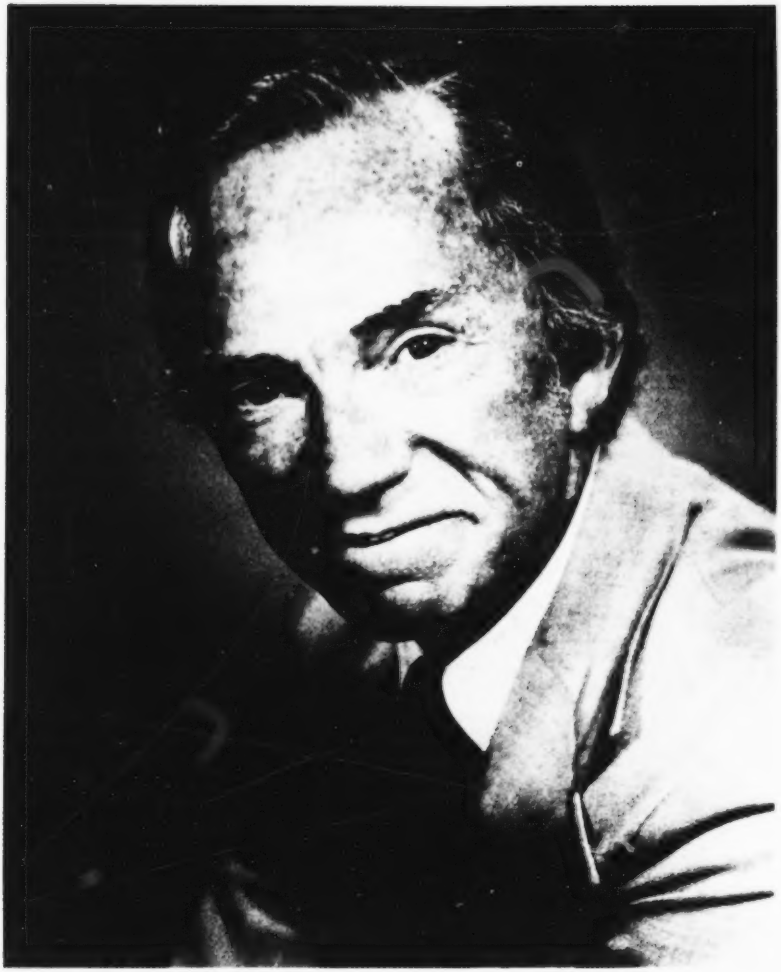
Shakespeare put the following immortal words into the mouth of Hamlet: "Sure He that made us, with such large discourse, looking before and after, gave us not that capability and god-like reason to fust in us unused."

And Shakespeare used the word fust to mean "grow mouldy."

Stay young, Claude. It's the only way to stay alive!

Respectfully,

Ray Walston



My dear Sir -

Though I am unable to be there in person due to current employment, at age 79, I am anxious to have made known my feelings on the matter under discussion.

I classify stereotyping with generalities none of which are worth a damn, including this one.

That anyone should be forced to stop working for any reason other than capability to function as required is, to me, unconstitutional.

In other words, it is against the law. The supreme law of this glorious country in which we are privileged to live and work!

Keep up the good job, Claude and more power to you.

Sincerely,

Robert Young